THE INFLUENCE OF WORK MOTIVATION, JOB SATISFACTION AND ORGANIZATIONAL CULTURE ON TEACHER PERFORMANCE AT SMK NEGERI 1 LHOKSEUMAWE

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Abstract

This research aims to determine the influence of work motivation, job satisfaction and organizational culture on teacher performance at SMK Negeri 1 Lhokseumawe. It appears that there are still many complaints from teachers who are less involved in student achievement, and some teachers want better compensation or improvements to the work environment. and teachers also feel that the policy is inadequate. Such communication patterns that are limited to formal hierarchies can limit the flow of innovative ideas. The independent variables in this research are work motivation, job satisfaction and organizational culture. Meanwhile, the dependent variable is teacher performance. This type of research uses quantitative methods. Data was collected using a questionnaire containing questions and statements by distributing it to teachers at SMK Negeri 1 Lhokseumawe The assessment technique uses a Likert scale. This research was conducted on a sample of 90 teachers at SMK Negeri 1 Lhokseumawe. The sampling technique used census or saturated samples. This research uses multiple linear regression analysis with the SPSS (Statistical Program for Social Science) program. The research results show that work motivation and job satisfaction have a positive effect on teacher performance, while organizational culture does not have a significant impact as shown by teachers at SMK Negeri 1 Lhokseumawe

Keywords: *Work Motivation, Job Satisfaction, Organizational Culture, teacher performance*

1. INTRODUCTION

Human resources are one of the elements that determine the success of an organization in achieving its goals, because human resources are what mobilize all existing resources in the organization. Human resources have a major role in every agency activity, without resource support. Vocational High Schools (SMK) have an important role in preparing students to enter the world of work. Because vocational school education is a crucial factor in achieving the goal of quality education. Good teacher performance will have a positive impact on student achievement and their readiness to face challenges in the world of work. Teacher performance is the implementation of the plan that has been prepared. Implementation of performance is carried out by human resources who have the ability, competence, motivation, interests. According toAnis Syamsu Rizal, (2019)How an organization values and treats its human resources will influence their attitudes and behavior in carrying out performance. One of the schools that has the goal of becoming an industry-based vocational high school, which creates work-competent and entrepreneurial people and has a Pancasila student profile, namely SMK Negeri 1 Lhokseumawe, SMK Negeri 1 Lhokseumawe is one of the vocational schools in Lhokseumawe City The phenomenon of teacher performance at SMK Negeri 1 Lhokseumawefindings that teacher performance in this school reflects significant variations in various aspects, one of which is the aspect of work motivation, SSome teachers at SMK Negeri 1 Lhokseumawe experience a lack of motivation because they feel less involved in student achievement, lack of recognition, responsibilities that feel less significant, and lack of opportunities for personal growth. Because the need for high achievement can also be triggered by fear or worry about failure in a teacher. As for other findings, several teachers wanted better compensation or improvements to their work

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environment so that they could provide comfort in their work environment. An inclusive approach is needed to overcome differences in satisfaction levels. Other things reflect the high level of individual initiative among teachers and staff at the school. According to some teachers, strict policy implementation and existing supervision can hinder tolerance for risk and innovation. So some teachers feel that the policy is inadequate. Such communication patterns that are limited to formal hierarchies can limit the flow of innovative ideas. Evaluation and policy adjustments may be needed to create a supportive environment in the organizational culture of the school so that when implemented it can not only encourage teacher initiative but also increase work factors and innovation.

2. LITERATUR REVIEW
Teacher Performance
According toAnis Syamsu Rizal, (2019)Teacher performance is the implementation of the plan that has been prepared. Implementation of performance is carried out by human resources who have the ability, competence, motivation, interests. According to Abbas,(2017)Teacher performance is basically more focused on the behavior of an educator in his work and the effectiveness of educators in carrying out their duties and responsibilities which can have an influence on students and the desired goals.

Work motivation
According to Hafidzi et al (2019),States that motivation is the provision of driving force that creates enthusiasm for a person's work so that they are able to collaborate, work effectively and be integrated with all their efforts to achieve satisfaction. Meanwhile, according to Hasibuan (in Sutrisno, 2017), he found that motivation is a stimulus to desire and the driving force of a person's willingness to work because each motive has a certain goal to be achieved.

Job satisfaction
According toTriatna (2015)Job satisfaction is a person's emotional state towards his work, whether he likes the job or not. This emotional response can be in the form of feelings of satisfaction or dissatisfaction by comparing what a person expects with what is obtained from the results of his work. According to Odilia(2019).

Organizational culture
According to Fahmi,(2017)Organizational culture is the result of the process of merging the cultural styles and behavior of each individual that were previously brought into a new norm and philosophy, which has the energy and pride of the group in facing certain things and goals. According to Edison (2016) organizational culture is a habit that has been going on for a long time and is used and applied in work activities as a driving force for improving the work quality of company employees and managers.

3. IMPLEMENTATION METHOD
This research was conducted by the Lhokseumawe 1 State Vocational School. Village. Hagu Teungoh, District. Banda Sakti, Lhokseumawe City, Aceh, Indonesia. The object of this research is. all teachers at SMK Negeri 1 Lhokseumawe. The population in this study were all teachers at SMK Negeri 1 Lhokseumawe, totaling 90 people. The data collection technique used in this research is field research (FieldResearch) based on a questionnaire, which is a data collection tool in the form of a series of written questions asked to the subject to obtain answers. Data were analyzed using multiple linear regression, the tests carried out were validity test, reliability test and partial test (t test).

4. RESULTS AND DISCUSSION

Results and Discussion

Validity test

The validity test is carried out by comparing the calculated r with the r table for degrees of freedom. The results of the validity test are as follows :

Table 1
Work Motivation Variable Validity Test Results (X1)

Statement Items	Corrected Item- Total Correlation (r-count)	r-table	Results
1	0.773	0.176	Valid
2	0.789	0.176	Valid
3	0.865	0.176	Valid
4	0.850	0.176	Valid
5	0.864	0.176	Valid

Source: Research Results, Data Processed 2023

The results of the analysis from the table above show that the accuracy in measuring all the statements used in measuring the Work Motivation variable (X1) has good accuracy, which can be seen from the magnitude of the validity coefficient produced by each statement, all of which are above 0.176 or can be said to be > . Where it can be concluded that statement 1 from the Work Motivation variable (X1) with a value of 0.773> 0.176 or it can be said > where it can be concluded is Valid, statement 2 from the Work Motivation variable (X1) with a value of 0.789> 0.176 or it can be said > where it can be concluded is Valid, statement 3 of the Work Motivation variable (X1) with a value of 0.865 > 0.176 or it could be said > which can be concluded as Valid, statement 4 of the Work Motivation variable (X1) with a value of 0.850 > 0.176 or it could be said > which can be concluded as Valid, statement 5 of the Motivation variable Work (X1) with a value of 0.864 > 0.176, with statement 5 of the Work Motivation variable (X1) said to be > which can be concluded as Valid.

Table 2
Job Satisfaction Variable Validity Test Results (X2)

Statement Items	Corrected Item- Total Correlation (r-count)	r-table	Results
1	0.826	0.176	Valid
2	0.831	0.176	Valid
3	0.855	0.176	Valid
4	0.738	0.176	Valid
5	0.715	0.176	Valid

Source: Research Results, Data Processed 2023

The results of the analysis from the table above show that the accuracy in measuring all the statements used in measuring the Job Satisfaction variable (X2) has good accuracy, which can be seen from the magnitude of the validity coefficient produced by each statement, all of which are above 0.176 or you could say >. Where it can be concluded that statement 1 from the variable Job Satisfaction (X2) with a value of 0.826 > 0.176 or it can be said > where it can be concluded as Valid, statement 2 from the variable Job Satisfaction (X2) with a value of 0.831 > 0.176 or it can be said > where it can be concluded as Valid, statement 3 of the Job Satisfaction variable (X2) with a value of 0.855 > 0.176 or it can be said > which can be concluded as Valid, statement 4 of the Job Satisfaction variable (X2) with a value of 0.738 > 0.176 or it can be said > which can be concluded

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as Valid, statement 5 of the Satisfaction variable Work (X2) with a value of 0.715 > 0.176 with statement 5 of the Job Satisfaction variable (X2) said to be > which can be concluded as Valid.

Table 3
Validity Test Results for Organizational Culture Variables (X3)

Statement Items	Corrected Item- Total Correlation (r-count)	r-table	Results
1	0.888	0.176	Valid
2	0.866	0.176	Valid
3	0.857	0.176	Valid
4	0.898	0.176	Valid
5	0.854	0.176	Valid

Source: Research Results, Data Processed 2023

The analysis results from the table above show that the accuracy in measuring all statements used in measuring the Organizational Culture variable (X3) has good accuracy, which can be seen from the magnitude of the validity coefficient produced by each statement, all of which are above 0.176 or you could say >. Where it can be concluded that statement 1 from the Organizational Culture variable (X3) with a value of 0.888> 0.176 or it can be said > where it can be concluded is Valid, statement 2 from the Organizational Culture variable (X3) with a value of 0.866 > 0.176 or it can be said > where it can be concluded is Valid, statement 3 of the Organizational Culture variable (X3) with a value of 0.857 > 0.176 or it could be said > which can be concluded as Valid, statement 4 of the Organizational Culture variable (X3) with a value of 0.898 > 0.176 or it could be said > which can be concluded as Valid, statement 5 of the Culture variable Organization (X3) with a value of 0.854 > 0.176 with statement 5 of the Organizational Culture variable (X3) said to be > which can be concluded as Valid.

Table 4
Validity Test Results of Teacher Performance Variables (Y)

Statement Items	Corrected Item- Total Correlation (r-count)	r-table	Results
1	0.723	0.176	Valid
2	0.820	0.176	Valid
3	0.889	0.176	Valid
4	0.891	0.176	Valid
5	0.859	0.176	Valid
6	0.778	0.176	Valid

Source: Research Results, Data Processed 2023

The analysis results from the table above show that the accuracy in measuring all statements used in measuring the Teacher Performance variable (Y) has good accuracy, which can be seen from the magnitude of the validity coefficient produced by each statement, all of which are above 0.723 or you could say >. Where it can be concluded that statement 1 from the Teacher Performance variable (Y) with a value of 0.723 > 0.176 or it can be said > where it can be concluded is Valid, statement 2 from the Teacher Performance variable (Y) with a value of 0.820 > 0.176 or it can be said > where it can be concluded is Valid, statement 3 of the Teacher Performance variable (Y) with a value of 0.889 > 0.176 or it could be said > which can be concluded as Valid, statement 4 of the Teacher Performance variable (Y) with a value of 0.891 > 0.176 or it could be said > which can be concluded as Valid, statement 5 of the Performance variable Teacher (Y) with a value of 0.859 > 0.176 or it could be said > which can be concluded as

Valid, with statement 6 of the Teacher Performance variable (Y) with a value of 0.778 > 0.176 or it could be said > which can be concluded as Valid, with statement 6 of the Teacher Performance variable (Y) is said >which can be concluded as Valid.

Reliability Test

A variable is said to be reliable if Cronbach's alpha is > 0.60 and unreliable if it is equal to or below 0.60. The results of the reliability test using the IBM SPSS 27 application assistance obtained the following results

Table 5
Reliability Test Results

Variable	Cronbach Alpha	Constant	Results
Work motivation(X1)	0.879	0.60	Reliable
Job Satisfaction (X2)	0.854	0.60	Reliable
Organizational culture(X3)	0.920	0.60	Reliable
Teacher Performance(Y)	0.908	0.60	Reliable

Source: Research Results, Data Processed 2023

Data Analysis

This multiple linear regression test aims to see the magnitude of the role of the independent variable (X) on the dependent variable (Y) in a study. Therefore, data analysis in this research uses multiple linear regression analysis using SPSS. The analysis of each variable is explained in the following:

Table 6
Results of Multiple Linear Regression Analysis

Coefficients a					
Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta		
(Constant)	14,986	2,754		,442	0,000
Work motivation	0.584	0.118	0.383	,969	0,000
Job satisfaction	0.782	0.159	0.455	,927	0,000
Organizational culture	0.167	0.102	0.131	,641	0.105
a. Dependent Variable: Teacher Performance					

Source: Research Results, Data Processed 2023

Based on the table above, it can be seen that the constant value (a) is 14,986 and the regression coefficient value for the Work Motivation variable (X1) is 0.584, the regression coefficient value for Job Satisfaction justice (X2) is 0.782 and the coefficient value for the Organizational Culture value (X3) is 0.167 . The constant values and regression coefficients (a and b) are included in the equation:
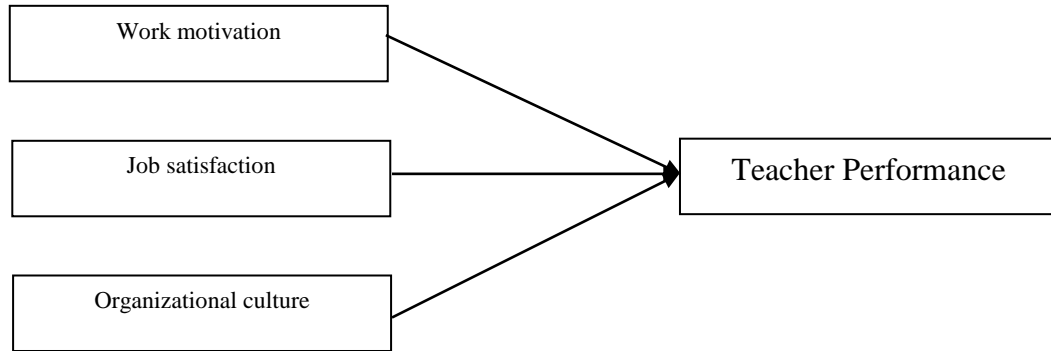
$$Y = a + b1X1 + b2X2 + b2X2 + e$$

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Thus becoming:

$$Y = 14.986 + 0.584X1 = 0.782X2 + 0.167X3 + e$$

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┌─────────────────────┐
│   Work motivation   │───┐
└─────────────────────┘   │
                          │   ┌──────────────────────┐
┌─────────────────────┐   │   │                      │
│   Job satisfaction  │───┼──▶│  Teacher Performance │
└─────────────────────┘   │   │                      │
                          │   └──────────────────────┘
┌─────────────────────┐   │
│Organizational culture│──┘
└─────────────────────┘
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The regression coefficient value of the Work Motivation variable (X1) is 0.584, indicating a positive relationship with teacher performance, meaning that if work motivation increases, teacher performance will also increase. H1 is accepted. The regression coefficient value of the Job Satisfaction variable (X2) is 0.782, indicating a positive relationship with performance. Teacher means that if job satisfaction increases, teacher performance will also increase. This shows that H2 is accepted. The regression coefficient value for the Organizational Culture variable (X3) is 0.167, indicating that organizational culture has no effect on teacher performance, therefore further research is needed into the dynamics of the relationship between organizational culture and teacher performance at SMK 1 Negeri Lhokseumawe. H3 is not accepted.

5. CONCLUSION

From the results of this discussion, the following conclusions can be drawn:

1. Work Motivation has a positive effect on teacher performance as demonstrated by teachers at SMK Negeri 1 Lhokseumawe
2. Job satisfaction has a positive effect on teacher performance as shown by teachers at SMK Negeri 1 Lhokseumawe

3. Organizational culture does not have a positive and significant effect on teacher performance as demonstrated by teachers at SMK Negeri 1 Lhokseumawe

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