

The Influence of Work Environment and Work Discipline on Teacher Performance SMP N 247 Jakarta

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Abstract: This research aims to know the influence of work environment and work discipline to teacher performance SMP N 247 Jakarta. The object for this research is teacher at SMP N 247 Jakarta. This research was done to 32 respondents by using quantitative descriptive approach. Thus data analysis which is used is statistic analysis in the form of double linear regression test. The result of this research shows that either simultaneously or partially, the variable of work environment and work discipline to teacher performance SMP Ni 247 Jakarta. It has been proven from the result of (f) simultaneously test and the result of (t) partial shows significant point of two independent variables that supports hipotesys. Therefore, the accepted assumption is, there is influence between work environment and work discipline to teacher performance SMP N 247 Jakarta.

Keywords: Work environment, work discipline, teacher performance, SMP Negeri 247 Jakarta.

INTRODUCTION

The Ministry of Education and Culture is currently finalizing a comprehensive teacher performance appraisal mechanism (PKG). PKG is a follow-up of teacher competency test (UKG) in order to produce a portrait of teacher competence. "In the future, the value of UKG will be combined with PKG, the final score of these two tests will be a complete portrait of the competence of a teacher," said Director General of Teacher and Education Personnel Sumarna Surapranata in Jakarta.

The expected goal of UKG and PKG is that Indonesian teachers become human beings who will continue to learn. To support the teacher's learning, Directorate General of GTK is preparing modules to be uploaded to Internet pages. "The pursued is the teacher as a learner, if the teacher wants to learn then the students were more willing to learn".

One of the causes of the results of the Teacher Performance Appraisal is always good and excellent because the assessments made by the principal are not based on facts in the classroom according to the indicators set by the government but more based on the assumptions. According to Fadiah, in order that the results of PKG assessment in the future can be more objective and more in sync with the UKG, the government needs to implement a practical and comprehensive capacity building program for supervisors and principals in conducting the PKG, he explained (rimanews.com, 2015).

Regulatory changes to teacher performance appraisal (PKG) makes teachers or educators are required to be more competent. Because teacher performance is closely related to the competence controlled by the teacher, the competence is translated through the results of the work that has been run by the teacher. If the teacher's competence is very well mastered, then the teacher's performance goes very well too.

Based on the above description, teacher performance is the result of teacher's work based on ability and character of teacher about attitude, behavior, and ability relatively stable when faced situation and condition at work, which formed by attitude and behavior. In other words, if the employee performance is good then most likely the performance of the organization is also good, therefore the organization must really pay attention to the human resources factor.

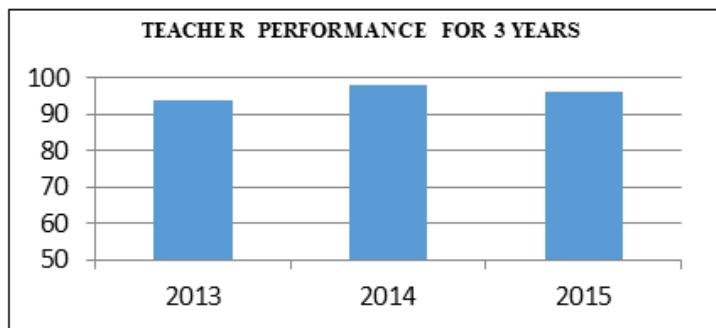


Fig-1: Teacher Performance for 3 years

Source: SMP Negeri 247 Jakarta

Based on data obtained from the Department of Education SMP Negeri 247 Jakarta that the performance of teachers during 2013 to 2015 is very good that is above 90% but still increase and decrease every year even a little, but the teacher performance assessment by the principal does not reflect the actual condition because the head the school judges not

according to the indicators but based on the assumptions and also as a benchmark of the extent to which the principal can foster his subordinates, in addition to the changes in teacher performance assessment (PKG) then the performance of teachers can also be seen from the teacher competency test (UKG) this can be seen in the following picture.

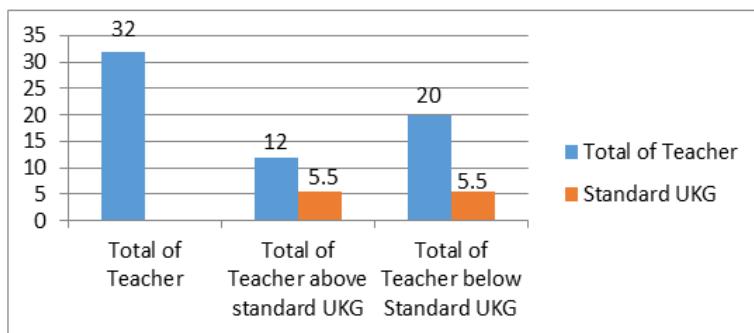


Fig-2: Performance of Teachers Based on Competency Test

Source: SMP Negeri 247 Jakarta

From the teacher competence test data (UKG) it can be said that the teacher's performance is still very low because there are still many teachers whose competence test scores are below the standard of 22 teachers and few of the competency test is above the standard of 12 teachers. Because there are still many teachers whose value is under the stardar of Teacher Competency Test (UKG), then the phenomenon is a problem that must be investigated and sought to know the cause.

In order for employee performance is always consistent then at least the organization always observed work environment and work discipline. Work environment is a factor that indirectly affect the performance of employees. A conducive working environment provides a sense of security and allows employees to perform optimally.

Work environment has a direct influence on employees in completing responsibilities to the organization. If the employee enjoys the work environment in which he works, then the employee will

feel at his workplace to do the activities and execute his duties. Hasibuan [1] stated that the work environment can affect the emotional employees.

In addition to the work environment, work discipline is one component that helps determine the poor performance of a person. Teachers who are disciplined in work will tend to do all their activities in accordance with the rules, standards and tasks and responsibilities that become obligations. Compliance with the rules and work standards set by management is a guarantee of the successful achievement of goals by individuals within the organization concerned, which in turn will affect the performance of the organization.

Reduced levels of performance can be caused by internal factors and external factors. External factors include weather, transportation and so forth. While the internal factors one of them is the performance of employees. This can be seen from the basic problems that are often overlooked, for example the presence of teachers who often come late to school, the existence of teachers who are passive to work is not on time in

completing the work or still some teachers who leave school sooner than the specified hours.

From the results of the above explanation that the perception of the Work Environment and Work Discipline can increase and decrease the level of teacher performance in school. If only the school is better able to implement the Work Environment and Discipline Work well then this will be able to improve Teacher Performance.

Based on the above background then the purpose of this study are:

- 1) To know the effect of work environment on teacher performance of SMP Negeri 247 Jakarta.
- 2) To know the influence of work discipline on the performance of teachers of SMP Negeri 247 Jakarta.

LITERATURE REVIEW

Work Environment

Work environment within a company is very important to note management. Although the work environment does not carry out the production process within a company, but the work environment has a direct influence on the employees who carry out the production process. Work environment is an atmosphere where employees perform activities every day.

A conducive working environment provides a sense of security and allows employees to work optimally. If the employee recalls the working environment in which he works, then the employee will feel at his work place, doing his activities so that the working time is used effectively. Conversely, inadequate work environment will be able to decrease employee performance. Some experts define the work environment among the following:

According Nitisemito in Nuraini [2] work environment is everything that is around employees and can affect in carrying out tasks assigned to him for example in the presence of air conditioner (AC), adequate lighting and so forth. According to Robbins and Coulter [3] Work environment is the factors and forces that are inside and outside the organization but affect performance. Furthermore according to Sutrisno (2012: 118) work environment is the overall facilities and infrastructure that exist around employees who are doing work that can affect the implementation of work

Work Discipline

Discipline within the company is a part of officially regulated control, where the company will issue regulations in the form of company regulations. The benchmark of the success or failure of discipline within a company is when most of its regulations are adhered to by most of its workforce.

To understand more about the discipline of work, the authors express some opinions from some experts, according to Siagian [4] as follows: Discipline of employees is "A form of training that seeks to improve and shape knowledge, attitudes and behavior of employees so that the employee voluntarily strives to work cooperatively with other employees and improves her work performance".

According to Prijodarminto [5] Discipline is "Discipline will grow and can be nurtured through training, education or cultivation of habits with a certain exemplary that must be started from within the family environment, starting in childhood, and growing and growing making it a stronger form of discipline". Therefore, if there is a sense of discipline in an employee it will be difficult for the company's organization to achieve optimal results.

There are two forms of work discipline according to Mangkunegara [6], ie preventive discipline, and corrective discipline.

- Preventive Discipline, Preventive Discipline is an effort to move employees to follow and know the work guidelines, rules that have been outlined by the company. The basic purpose is to drive self-disciplined employees. By way of preventive, employees can maintain themselves against company regulations. Leadership of peerusahaan have responsibility in building discipline of organization with preventive discipline. Likewise, employees must be required to know, understand the work guidelines and regulations that exist within the organization. Preventive discipline is one of the systems dealing with the needs of work for all parts of the system that exist within the organization. If the organization system is good, it is hoped that it will be easier to enforce work discipline.
- Corrective Discipline, Corrective Discipline is an effort to mobilize employees in an appropriate regulation and directs to keep compliance with regulations in accordance with the guidelines applicable to the company. In corrective discipline, employees who violate discipline need to be sanctioned are to remedy the violator, maintain applicable rules, and provide lessons to the customer.

Teacher Performance

According to Wilson [7] employee performance (performance) is the result of work achieved by a person based on job requirements. Furthermore, the performance of teachers according to Supardi [8] is the ability of a teacher in carrying out learning tasks and responsible for learners under his guidance by improving learning achievement of learners. Therefore, the performance of the teacher can be interpreted as a condition that shows the ability of a

teacher in carrying out his duties in the madrasah and illustrates the existence of an act that is displayed by the teacher in or during the learning activities.

Performance studies by Wilson [7] can be reviewed into the number and quality of work completed by employees for a given period. Yamin and Maisah [9] argue that teacher performance appraisals are generally done formally or structured. While Michel states that aspects seen in assessing individual performance (including teachers), namely: quality of work, proptness, initiative, capability, and communication Michel in Supardi [8].

Handoko in Supardi [8] Performance appraisal of teachers is necessary. Because teacher performance appraisals are useful in knowing about job performance improvement, compensation adaptation, placement decisions, training needs and career planning and development, staffing irregularities, informational inaccuracies, job design errors, fair employment opportunities, and external challenges.

Wirawan [10], the performance of employees or employees affected by 3 (three) factors are:

- Internal factors of employees, such as: talent and personal nature, creativity, knowledge and skills, competence, work experience, physical condition, work ethic, work discipline, work motivation, work attitude and job satisfaction.
- External environmental factors, such as: economic life, political life, social life, culture and religion society, and kompotitor.
- Environmental factors Internal organizations, such as: organization policy, organizational strategy, compensation, leadership and coworkers.

Based on the above definition, it can be concluded that the performance is an achievement or the work of an employee in accordance with the duties, abilities, and responsibilities undertaken to achieve an organizational goal. Previous research is very important that aims as a basis for the preparation of this research. Research on the influence of work environment and work discipline on the performance of employees ever

done by previous researchers, among others by Ristiana, Nunung, Rahardja & Edy [11] which states There is a positive influence simultaneously compensation, work environment, and work motivation positively to the performance of teachers, Dwi Agung Nugroho Arianto [12] Simultaneously work discipline, work environment and work culture have a positive effect on the performance of faculty, and Perty Mince Paembang & Tiurlina Siregar [13] Work discipline positively affect the performance .

Effect of Work Environment on Teacher Performance

A conducive working environment in schools can improve teachers 'performance and vice versa, inadequate work environments degrade teachers' performance. Working environment conditions are said to be good if human beings involved in it can carry out activities optimally, healthy, safe and comfortable.

Novitasari's research, Agus Wahyudin & Rediana Setyani [14], Ristiana, Nunung, Rahardja & Edy [11], David Harly Weol [15], showed the work environment positively affected employee performance. So the relationship between work environment and teacher performance is H1: The work environment positively affects teacher performance.

The Influence of Discipline on Teacher Performance

Work discipline is a management action to encourage members of the organization to meet the guidelines of various provisions. Work discipline is a very important part or variable in the development of human resources. Therefore, work discipline is needed in an organization to avoid negligence, irregularities or omissions that cause waste in doing the job.

According to Umi Masruroh's research, Partono Thomas & lyna Latifah [16], Perty Mince, Paembang, Tiurlina Siregar [13], Muasya & Joseph [17] showed work discipline positively affecting teacher performance. So the relationship between work discipline and teacher performance is H2: Disiplin kerja berpengaruh positif terhadap kinerja Guru.

Conceptual Framework

Based on research objectives and theoretical studies, the conceptual framework is obtained as below.

Based on research objectives and theoretical reviews the authors propose a hypothesis in the form of conclusion while how the influence of two independent

variables to one dependent variable in the writing of this research hypothesis as follows:

- H1 = Work environment has a significant positive effect on teacher performance.
- H2 = Work discipline has a significant positive effect on teacher performance.

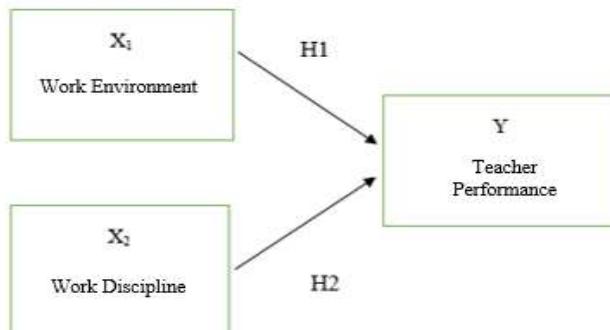


Fig-3: Conceptual Framework

RESEARCH METHODS

Sugiyono [18] population is a generalization region consisting of objects or subjects that have certain qualities and characteristics set by the researcher to be studied and then drawn conclusions. Based on the place of research that has been determined, then the population used as objects in the study of teachers SMP Negeri 247 Jakarta JL. Mampang Prapatan XII, RT.5 / RW.6, Tegal Parang, Mampang Perapatan, South Jakarta City, is a total of 32 teachers.

Research Sample, Sugiyono [18] the sample is part of the number and characteristics possessed by that population. To determine the sample in the study at SMP Negeri 247 Jakarta which the population amounted to 32 teachers. Thus, the study sample for a population of 32 people and a 95% confidence level.

By using Saturated Sampling as a sample determination technique. Saturated Sampling is a sampling technique in which all members of the population are sampled. According to Sugiyono [18] the greater the number of samples approaching the population the less likely the error of generalization, and vice versa if the number of samples away from the population then the greater the generalization error.

Analysis Method This descriptive statistical analysis is used to provide an empirical description or description of the data collected in the study. The data analysis used in this research is using SPSS version 21 program aid. All result of data processing will be discussed and made conclusion based on result of the analysis.

Multiple Linear Regression Analysis Test. Multiple regression analysis is a tool to forecast the

value of the influence of two independent variables or more on one dependent variable (to prove the presence or absence of functional relation or causal relation between two or more independent variables). In this study, the independent variables are occupational safety and health (X₁) and work discipline (X₂). While the dependent variable is work productivity (Y), so the linear equations are as follows: $Y = a + b_1.X_1 + b_2X_2 + e$. Where: Y = Employee Performance; a = Constants; b₁ = Regression coefficient of Career Path b₂ = regression coefficient of Organizational Culture; X₁ = Career Level; X₂ = Organizational Culture; e = error / nuisance variable

Determination Coefficient Test

According to Ghazali [19], the coefficient of determination (R^2) essentially measures how far the model's ability to explain the variation of the dependent variable. The value of determination coefficient is between zero and one small value R^2 means the ability of independent variables in explaining the variation of the dependent variable is very limited. A value close to one means independent variables provide almost all the information needed to predict the variation of the dependent variable. In general the coefficient of determination for cross-data (crossection) is relatively low because of the large variation between each observation, while for time series data usually have high coefficient of determination.

Simultaneous Significance Test and t Test

Ghazali [19] F statistical tests basically show whether all independent or independent variables included in the model have a co-dependent effect on the dependent / dependent variable. The statistic test t basically shows how far the influence of one individual

explanatory / independent variable in explaining the variation of the dependent variable.

RESULTS AND DISCUSSIONS

Multiple Linear Regression Analysis Test Results

Multiple linear regression analysis is used to examine the influential variables of independent variables on the dependent variable.

Table-1: Multiple Linear Regression Analysis Test Results

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	.153	.978		.157	.877
	Work environment	.612	.080	.683	7.684	.000
	Work Discipline	.413	.116	.317	3.564	.001

a. Dependent Variable: Teacher Performance

Source: SPSS Processing Data 21

Based on the result of SPSS 21 data in table 1 can be obtained the formulation of multiple linear regression equation for independent variable (transactional leadership style, work discipline and work environment) to the dependent variable (employee performance) as follows:

$$Y=0,153+0,612X_1+0,413X_2+e.$$

From the equation can be concluded as follows:

- The constant of 0.153 is the intersection of the regression line with the Y axis showing the performance of the teachers of SMP Negeri 247 Jakarta when the independent variable is the working environment (X1) and the work discipline (X2) is equal to zero (0).
- The variable that is work environment (X1) has positive regression coefficient, meaning that if the variable that is work environment (X1) increases by unit then the performance of SMP Negeri 247 Jakarta teacher will increase by regression

coefficient value is 0,612 with assumption other independent variable remain.

- The work discipline variable (X2) has a positive regression coefficient, meaning that if the work discipline variable (X2) increases by unit then the performance of SMP Negeri 247 Jakarta teachers will increase by the value of regression coefficient is 0.413 assuming other independent variables remain.

Coefficient of Determination Test (R2)

The coefficient of determination (R2) essentially measures the extent of the model's ability to explain the variation of the dependent variable. The coefficient of determination is between zero and one. The small value (R2) means the ability of the independent variables to explain the variation of the dependent variable is very limited. Determination coefficient value used adjusted R square. Can be seen in the following table:

Table-2: Coefficient Determination Test Results (R2)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.987 ^a	.975	.973	.537
A. Predictors: (Constant), Work Discipline, Work environment				
B. Dependent Variable: Teacher Performance				

Source: SPSS Processing Data 21

Based on the results of the data SPSS 21 in Table 2 shows the value of Adjusted R Square of 0.973 or 97.3%, it shows that the teacher performance variables that can be explained by work environment variables and work discipline is 97.3% while the rest of 0.27 or 2.7% influenced by other variables not studied. Based on the coefficient of determination regression test, there are many other factors that can affect the performance of teachers apart from Work Discipline and Work environment. Other factors such as the style of leadership, morale and so forth. Another factor is based on the results of previous research include:

- Motivation and Job Satisfaction have positive and significant effect on teacher performance either partially or simultaneously or in this context bias also to employee performance in general in company and other organization. The higher the motivation and job satisfaction of employees will have a positive impact on performance, Riyanto, S; Adonia; & Ali, Hapzi [20];
- Work Motivation and Job Satisfaction have positive and significant impact on Organizational Commitment and impact on Employee / Employee Performance, Masydzulhak; Ali, Hapzi; & Leni [21]; and

- Work Discipline and Morale have a positive and significant impact on Employee Performance of Tax Office Pratama Padang Dua, either partially or simultaneously, Agussalim; Ali, Hapzi *et al.*, [22].

Simultaneous Significance Test (Test Statistic F)

The simultaneous significance test or f test is used to determine whether the results of the regression analysis are significant or not. Significant used is 0.05. Can be seen in the following table:

Table-3: Simultaneous Significant Test Results (Test Statistic F)

ANOVA ^a					
Model		Sum of Squares	df	Mean Square	F
1	Regression	319.643	2	159.822	554.604
	Residual	8.357	29	.288	
	Total	328.000	31		

a. Dependent Variable: Teacher Performance
b. Predictors: (Constant), Work Discipline, Work environment

Source: SPSS Processing Data 21

Based on the results of SPSS 21 data in Table 3 above can be seen the value of F arithmetic of 555.604 with significance 0.000. Because the level of significance is less than 0.05 then Ho is rejected and Ha accepted, it can be stated that the work environment and

work discipline variables have an influence on teacher performance.

Partial Significance Test (Test Statistic t)

In the statistical test t can be done by looking at the probability / significance. Based on the partial regression test (t test) can be seen in the following table:

Table-4: Partial Significance Test Results (Test Statistic t)

Model		Coefficients ^a			t	Sig.
		B	Unstandardized Coefficients	Standardized Coefficients		
1	(Constant)	.153	.978		.157	.877
	Work environment	.612	.080	.683	7.684	.000
	Work Discipline	.413	.116	.317	3.564	.001

a. Dependent Variable: Teacher Performance

Source: SPSS Processing Data 21

Based on the result of SPSS 21 data in Table 4 above, it is known that t value, which aims to know the magnitude of each independent variable partially to the dependent variable, t value can be seen from the probability value in each independent variable. Influence of work environment on teacher performance, and influence of work discipline on teacher performance. Can be seen from the level of significance / probability, affect if the significant value less than 0.05. From the table above can be deduced as follows:

it can be expressed partially there is significant influence of work discipline against performance of teachers.

DISCUSSION OF RESEARCH RESULTS

Effect of Work Environment on Teacher Performance

Based on the results of the first hypothesis testing showed that the work environment has a significant positive effect on teacher performance. It can be seen that t value on work environment variable is 7,684 and significant value from work environment variable is 0,000 or smaller than 0.05 so Ho is rejected and Ha accepted. It can be concluded that the work environment variables have a positive and significant effect on the performance of teachers in SMP Negeri 247 Jakarta.

Effect of Work Discipline on Teacher Performance

Based on the results of the second hypothesis testing that shows that the discipline of work have a significant positive effect on teacher performance. It can be seen that t value on work discipline variable is 3,564 and significant value from work discipline variable 0,000 or less than 0.05 so Ho is rejected and Ha accepted. This means that it can be concluded that

Hypothesis Testing Effect of Work Environment on Teacher Performance

Based on Table-4 it can be seen that t value of work environment variable (X_1) is 7,684 and significant value of work environment variable is 0,000 or less than 0.05 so that Ho is rejected and Ha accepted, it can be stated partially there is significant influence of variable work environment variables on teacher performance.

Hypothesis Test the Effect of Work Discipline on Teacher Performance

Based on table 4 can be seen the value of t count on work discipline variable (X_2) is 3,564 and the significant value of the work discipline variable 0,000 or less than 0.05 so that Ho is rejected and Ha accepted,

the variables of work discipline have a positive and significant effect on the performance of teachers in SMP Negeri 247 Jakarta.

CONCLUSION AND SUGGESTION

CONCLUSION

This study aims to determine the effect of work environment and work discipline on the performance of teachers SMP Negeri 247 Jakarta. Based on the results of the results and discussion conducted, the following conclusions can be drawn:

- Working Environment has a significant influence on Teacher Performance SMP Negeri 247 Jakarta.
- Work Discipline has a significant influence on Teacher Performance SMP Negeri 247 Jakarta. Working Environment and Discipline Kejra have together have a significant influence on Teacher Performance SMP Negeri 247 Jakarta.

SUGGESTION

Based on the results of research that has been processed as possible, as for suggestions that can be submitted by researchers are as follows:

For School

- With the results of this study is expected to make SMP Negeri 247 Jakarta more attention anymore what can improve the performance of good and effective teachers. Such as through a better work environment, by creating or providing an appropriate working environment so that teachers can gain positive energy from the peace and comfort of the work-related environment. The existing work environment in SMP Negeri 247 Jakarta should be re-analyzed in its application, all of which aims to improve teacher performance better than before to realize the purpose of school.
- Work discipline positively affects teacher performance significantly. Therefore, the school should continue and always provide strict rules and sanctions to teachers in order to form a mental morale work and increase the sense of responsibility of teachers to their work, so as to improve teacher performance.

For the next Researcher

To carry out further research, researchers should use the number of respondents more than the previous, so that the calculations can also be more accurate with the previous one. It can also add new variables that have to do with teacher performance. And hopefully this research result can be used as reference in doing further research, because researcher still many deficiencies in this research.

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