

## The Effect Of Teachers' Certification Allowance, Teachers' Work Motivation And Guru Penggerak Programs On Teachers' Performance at SMK PGRI 5 Jember

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### ABSTRACT

Teachers' performance is a teachers' ability to plan and implement teaching and learning processes, manage classes well and evaluate and use learning media. Teacher performance in carrying out their duties and responsibilities will have a major impact on success in the world of education. This study aims to analyze (1) the effect of teachers' certification allowances, (2) the effect of teachers' work motivation and (3) the effect of guru penggerak programs on teacher performance at SMK PGRI 5 JEMBER. This research uses quantitative methods and uses a questionnaire as a research instrument. Data were collected from fifty-eight teachers at SMK PGRI 5 JEMBER. The data that has been collected is then analyzed using multiple linear regression analysis with a quantitative approach. Meanwhile, the sampling technique used to collect data using non-probability sampling (saturated census sampling). In conclusion, the results prove that teachers' certification allowances, teachers' work motivation and guru penggerak programs have had a positive effect individually and collectively on teachers' performance.

**Keywords :** teachers' ability, teachers' certification allowances, teachers' work motivation, guru penggerak programs.

### 1. INTRODUCTION

Teachers' performance is a teachers' ability to plan and implement teaching and learning processes, manage classes well and evaluate and use learning media. Teacher performance in carrying out their duties and responsibilities will have a major impact on success in the world of education. Many factors influence teachers' performance, both internal and external factors. Internal factors are factors that come from within, such as work motivation factors and teachers' competence factors. While external factors are factors that come from outside or the environment the teacher is in, such as the family environment and the workplace environment. The work environment, among other things, is the relationship between teachers, school principals and school stakeholders. In real conditions at school, if some teachers have shown maximum performance, while some others have not shown the same thing, this will affect teacher performance. This study aims to analyze (1) the effect of teachers' certification allowances, (2) the effect of teachers' work motivation and (3) the effect of guru penggerak programs on teacher performance at SMK PGRI 5 JEMBER. This study refers to previous research, which distinguishes one of the variables, it is the effect of the Guru Penggerak programs on teacher performance

### 2. METHOD

Research is considered a tool for every individual who wants to find truth that has objective value by using the scientific method. This research uses quantitative methods and uses a questionnaire as a research instrument. Data were collected from fifty-eight teachers at SMK PGRI 5 JEMBER. The data that has been collected is then analyzed using multiple linear regression analysis with a quantitative approach. Meanwhile, the sampling technique used to collect data using non-probability sampling (saturated census sampling).

### 3. RESULT AND DISCUSSION

#### 3.1 RESULT

The results of the multiple linear regression test on IBM SPSS 25 showed that.

Table 1 Coefficients Value

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.720	1.383		.521	.605
	Teachers' Certification Allowances	.183	.063	.292	2.899	.005
	Teachers' Motivation	.394	.090	.379	4.369	.000
	Guru Penggerak Programs	.185	.060	.330	3.098	.003

a. Dependent Variable: Teachers' Performance

Based on the table output SPSS coefficients showed that significant (Sig) < 0,05 , so the teachers' certification allowances, teachers' work motivation and guru penggerak programs have had a positive effect on teachers' performance .

Table 2 ANOVA Value

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	124.681	3	41.560	61.154	.000 <sup>b</sup>
	Residual	36.698	54	.680		
	Total	161.379	57			

a. Dependent Variable: Teachers' Performance

b. Predictors: (Constant), Guru Penggerak Programs, Teachers' Motivation, Teachers' Certification Allowances

From the table output SPSS ANOVA showed that significant (Sig) < 0,05 , so the teachers' certification allowances, teachers' work motivation and guru penggerak programs have had a positive effect collectively on teachers' performance .

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.879 <sup>a</sup>	.773	.760	.82438

a. Predictors: (Constant), Guru Penggerak Programs, Teachers' Motivation, Teachers' Certification Allowances

b. Dependent Variable: Teachers' Performance

The table output SPSS Model Summary showed that R Square 0,773 so the results prove that teachers' certification allowances, teachers' work motivation and guru penggerak programs have had a positive effect both individually and collectively on teachers' performance of 77,3%.

### **3.2 DISCUSSION**

The results prove that teachers' certification allowances, teachers' work motivation and guru penggerak programs have had a positive effect individually and collectively on teachers' performance because to get the teachers' certification allowance the teachers have to go through competency training and be declared passed, so the teachers' certification allowance affects teachers' performance indirectly because there is a competency improvement process, while teachers' work motivation will directly affect teachers' performance and the guru penggerak programs the teachers will receive training for 6 months to increase competence and be responsible for conducting dissemination to all teachers at main school so that there will be an increase in teachers' competence and affect teachers' performance.

### **4. CONCLUSION**

Based on the results of the partial T test and simultaneous F test the variables the teachers' certification allowances, teachers' work motivation and guru penggerak programs have had effect on teachers' performance. So it is stated simultaneously that the teachers' certification allowances, teachers' work motivation and guru penggerak programs have had a positive effect on teachers' performance.

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