

Relationship between Morale and the Teacher Performance at Adventist Junior High School of North Sulawesi Province

Femmy Sehang¹, J. A. M. Rawis², S. Simandjuntak³, Daniel Kambey⁴

¹ Doctoral Program of Education Management, Manado State University, Indonesia

² Department of Education Management, Faculty of Science Education, Manado State University, Indonesia

³ Department of Biology, Faculty of Mathematics and Natural Sciences, Manado State University, Indonesia

⁴ Department of Education Management, Faculty of Science Education, Manado State University, Indonesia

Corresponding Author: Femmy Sehang

Abstract: This research purpose to study of relationship between Morale and the teacher performance at Adventist Junior High School the whole of North Sulawesi Province. The study was conducted at Adventist Junior High School of North Sulawesi Province with 162 teachers as sample which taken randomly and proportionally in each school by the research method: *ex post facto*. The results showed that there was positive correlation between morale and the teacher performance at Adventist junior high school. Also this research found out that there was positive and significant relationship between morale and the teacher performance. So, the teacher performance of Adventist Junior High School can be improved by improving Morale.

Key Words: Relationship, Morale, The Teacher Performance, Adventist Junior High School, North Sulawesi.

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I. Introduction

Improving the quality of human resources is determined by the various components responsible for education. One of the components in the field of education plays a very important role is a teacher. With professional competence and a close relationship with students and peers, teachers determine the development of school because teachers can affect the environment of intellectual and social life of the school, besides that teachers play an important role in coloring the curriculum, control the rules of academic, as well as creating a learning environment for learners. So it is not an exaggeration to say that the teacher is the person who knows the real process of education in the school in this case the teacher has a position as designers, implementers and evaluators of education and teaching process. Teachers must participate actively and put his position as professional staff, in accordance with the demands of the growing community. In a special sense it can be said that every teacher himself is liable to bring their students on a specific maturity or maturity level. In connection with this, the teacher actually has a unique role and very complex in the learning process in delivering learners toward goals to be achieved. By being aware of the role and responsibility of the teacher is so great, then the government has issued a law on teachers and that has led to various implications associated with improving the quality of teacher education process as a primary agent (agent of change).

Therefore, improving the quality of teachers should be a major concern in improving the quality of education in Indonesia. However, the national education system that has been built up over the past three decades, have not been able to fully address the needs and challenges of today's national. Equalization program and improving the quality of education which has been the focus of coaching is still the most prominent problem in our education. Various government efforts to improve the quality of education have not shown encouraging results, even many failures in its implementation in schools. The problem now is how to develop the quality of education in Indonesia in general and the quality of education in the Adventists School in North Sulawesi in particular if we realize that one important factor in driving the development of quality human resources which has the task as a leader in the field of education that have not qualified.

Based on data about teachers According to the Report of Education Director of East Indonesia Union Conferens (UKIKT) in Manado that the qualifications of teachers in North Sulawesi province as follows: Teachers who had high school education amounted to 41 people, D2-D3 (Diploma) numbering 67 people, teachers Strata 1 totally 378 and Strata 2 only 35 people S3 was not there. Further more teachers of almost 65% teaching subjects that are not in accordance with their respective competences. That is why the impact on teachers where teachers are not certified. Because according to the existing data of certified teachers only 40% while Church Certification teachers around 50%. With a ratio of teachers and students are not comparable. Total Students of Advent school in North Sulawesi Province was 8,400 (eight thousand and four hundred). While Adventist teachers are 174 teachers. The largest is the nonpermanent teachers where their professional

performance is often not maximized, teacher morale is low because of the status of honor and this has an impact on teacher performance. Things like this affect the sustainability of learning, particularly with regard to the performance of teachers in teaching Adventist junior high school. For Advent Education should be aware that the quality of education in schools is largely determined by the involvement of teachers in the process of study and passion high employment is a boost for the birth of a great effort to succeed, thus generating a high achievement anyway. It is of interest to researchers so that researchers want to examine the relationship morale with teacher performance of Adventist Junior High School of North Sulawesi Province.

II. Research Methodology

This study used a quantitative approach associative approach using path analysis model. In this research there are independent variables, namely: Morale with the indicator as follows: Discipline in carrying out duties Responsibility of task completion, Sincerity in solving the problems faced, boost efforts in implementing the teaching and learning activities, develop learning tool, existence of innovation and creativity Seriousness implement evaluation Doing learning outcomes and the remedial teaching Moral enrichment work and attendance. The study population was teachers in Adventist junior high school of North Sulawesi Province consists of as many as 521 Honor Teachers, civil servants and index teacher (GTY) working in Adventist Education of North Sulawesi Province.

Table 2.1 Size of each Sub Samples according to section/work Unit (n = 62)

No	Number of the proportion of Samples	Total	Proportion	Sample
1	SMP Advent Paal 2	40	0,247	15
2	SMP Advent Tikala	22	0,136	8
3	SMP Advent Kairagi	20	0,123	8
4	SMP Advent Sario	23	0,142	9
5	SMP Advent Tanawangko	20	0,123	8
6	SMP Advent Pandu	15	0,093	6
7	SMP Advent Bitung	22	0,136	8
	TOTAL	162	1.000	62

This research used independent variable and a dependent variable. dependent variable is teacher performance (Y) and independent variable is the Morale (X) to get a good results data from each variable, the following data will be presented the results of the research.

Test requirements homogeneity (similarity) variance regression can be used with Bartlett test or Levene's test. The test results are said to have variance regression of the two variables is homogeneous (similar) when the value of $p > 0.05$ when the data is processed with statistical program. The following are results of tests of homogeneity (similarity) variance.

Test requirements Linearity relationship between two variables used Linear Regression Testing Mismatches through Variance Analysis (Test F) and a scatterplot graph. Test is said to fit a relationship in the form of linear regression when the value of $p > \alpha = 0.05$ or line graphs tend shaped liner.

Hypothesis

The hypothesis to be tested are:

Ho: Relations between morale and the teacher performance shaped linear regression (straight line).

H1: Relations between morale and the teacher performance is not linear shaped.

III. Result and Discussion

Morale embodied their particular strengths that can encourage someone to do something. While Gibson, et al (2009: 74) states that "the Morale is a concept that is used if the person utilizing the forces working within the individual to initiate and directed behavior "It is also means that the" passion for teaching is as a condition of teachers based on the motivation or desire to perform professional tasks assigned to him ". Next said that the morale is the word refers to the quantity and quality of one's work.

Thus it can be understood that the spirit of serving the learners refers to how much and how qualified teachers in performing the tasks profession as a teacher. For improving the quality of the teaching duties of teachers should also perform other tasks related to the duties. In this case then the activity outside the environment must be addressed as part of the realization of their high commitment to teaching duties. Because teachers are highly committed to their duties at school, the teacher will try to develop his teaching duties as optimal as possible in variou ways including the matrial should seek support ways including the materials should seek support the school.

Morale indicators

According to Gibson, et al (2009: 77) that in order to determine the level of passion for teaching quality of teachers or teaching staff then formulated some indicators are classified into two categories, those related to the quantity and quality of the implementation of community service tasks. Gibson explained more systematically indicator passion for teaching as follows:

- a. Discipline in carrying out the tasks include: Priority task, and timely.
- b. Task completion responsibilities include: responsiveness to the task, and tried hard.
- c. Seriousness in solving the problems faced include finding solution.
- d. Increase efforts in implementing the teaching and learning activities include: learning model lesson unit, developing unit of lessons, develop teaching and learning strategies.
- e. Develop a learning tool include: seeking information learning tool, try to be creative to make learning tool, use the library.
- f. Innovation and creativity include: searching for information on innovation, trying to apply the new findings.
- g. Seriousness carry out evaluation of learning outcomes include: create about yourself, analyzing test results.
- h. Do the teaching remedial and enrichment include: implementing remedial teaching, initiating remedial teaching.
- i. Morale and attendance include: willing to accept the additional duties, responsibilities.

Gibson explained that "the principal task of the teacher is to teach students, and the task should be carried out with a high commitment, and the commitment of course refers to the morale". Thus the morale of teachers can be seen from the high commitment in carrying out their teaching duties. Arikunto (2006: 43).

Daresh in Glickman (2007: 38) and infer the existence of some indicators about the morale of teachers or teaching staff, namely: (1) discipline in carrying out duties, (2) a willingness to receive other tasks beyond basic tasks, (3) a willingness to serious to solve the problems encountered, (4) diligence in carrying out teaching and learning activities, (5) perseverance in carrying out the evaluation, (6) the will for innovation and creativity, and (7) morale ". Relates to Maslow, then Sergiovanni, et al (2001: 65) in their studies relates teacher human needs teach with passion. In a study, it was mentioned that " the morale of teacher in teaching is influenced by many factors, both internal and external.

Therefore, in measuring the morale of teaching, should also see the intensity and duration of the implementation of the task ". Various studies on the morale of teachers or teaching staff has been carried out and show varying results. The study was conducted among others by NawawiHadari (2003), that the factors affecting the high and low morale are: 1) Factors Interests person against job done by someone who be interested in his or her work will improve morale. 2) factor higher salary or wages will increase a person's morale. 3) Social status job. Jobs that have a high social status and give a high position can be the deciding factor boost morale. 4) The working atmosphere and relationships in work, acceptance and appreciation can boost morale. 5) The purpose of the work. A noble goal can encourage one's work. With increasing morale and morale, then the job will be quickly resolved and should be achieved as expected. In addition, other researchers like Masyhud and Tasnim (2001: 16) also has conducted research teacher morale.

Workforce research instrument of the variables have been compiled in the form of a questionnaire, based on the results of tests conducted on respondents try out. Respondents research produces 32 grains of a valid statement, so it guarantees, score the answers of the respondents had a range of 1-5 (according Likert scales in the questionnaire) calculated an overall average of each variable is accompanied the maximum score, the minimum, and the standard deviation (see data Report). For variable exogenous morale (M = 143.0820).

Table 3.1 Value of descriptive statistics of Morale

Statistic	Morale
N	61
Minimum	120.00
Maximum	158.00
Mean	143.0820
Std. Deviation	9.92353

The essence of performance

The performance issues have always need attention in management as it relates to the productivity of the institution or organization. And the main factors affecting performance is the ability and willingness. It is recognized that many people are able but unwilling to remain generating performance. Similarly, many people want but could not afford also produces performance. anything. Performance is something that is achieved or

achievement shown or ability to work, in other words that the performance can be defined as a result which means that what has been produced by individual employees.

According to Robbins (2003: 12). Performance at individual also referred to *job performance*, work outcomes, and task performance (Baron and Greenberg, 2005: 15). Performance is the extent of a person's success in resolving the level of performance. Usually people who have a high level of performance is called the productive and vice versa man who has a low level of performance or not reached the standard is said to be unproductive. In addition performance can also be interpreted as a result of individual efforts and that achieved by their capabilities and act in certain situations. Result is influenced by the performance of the organization (organizational performance) whose components consist organizational Development, Compensation plan, communication system, managerial style, Organization structure, policies and procedures.

Performance can be interpreted as an expression of one's potential in the form of behavior or the way in executing the task, resulting in a product (Deliverables) which is a manifestation of all the duties and responsibilities of the job given to him. Whitmore in Hamzah B. Uno (2014: 64) states that: Performance is the the functions required of a person or an act, an accomplishment, a public exhibition of skill. Performance in the form of a condition that must be known and confirmed to certain parties to determine the level of achievement of results associated with the vision of an agency assigned to an organization or company and determine the impact of positive and negative from an operational policies.

Performance by Anwar Mangkunegara (2012: 67) is "The work of the quality and quantity that can be achieved by an employee in carrying out their duties in accordance with the responsibilities given to him." According to Maurice Galton and Brian Simon in Hamzah B Uno (2014: 61) job performance is a combination of three important factors: 1). Ability, temperament, interests. 2). Clarity, and acceptance of one's explanation of workers. 3) The level of motivation. Based on the above understanding, it can be deduced that the performance is the quality and quantity of a work (output) of individuals and groups in a specific activity caused by the ability gained from the learning process desire to excel.

The teacher performance

Research instrument in the form of a questionnaire that has been compiled and try out tested so that the result showed 35 valid, score the answers of the respondents had a range of 1-5 (according Likert scales in the questionnaire) calculated an overall average of each variable is accompanied the maximum score, the minimum, and the standard deviation (see data Table Report-4.1). For endogenous teacher performance (M = 162.4426).

Tabel 3.2 Value of descriptive statistics of Teacher performance

Statistic	Teacher Performance
N	61
Minimum	132.00
Maximum	175.00
Mean	162.4426
Std. Deviation	12.52667

The Relationship between Morale and the Teacher Performance

Morale is referred to in this study are matters relating to the morale of teachers in carrying out the duties of service and other routine tasks relating to his profession as a teacher. Further it is said that the spirit is the beginning of the achievement of a goal that has been set. Results achieved as an achievement of the goals will be a certain satisfaction and the motivation for him to do the activities that have been planned. Arikunto, et al (2006: 38) argues that "the spirit implies a push".

The following are the results of calculation of the correlation coefficient and path coefficient (influence of direct and indirect effect).

Table 3.3 Correlation Coefficient Result and Coefficient Pathway (Direct Impact and Indirect influence) and significance.

Correlation	Correlation Coefficient	Coefficient Pathway	
		Direct Influence	Indirect Influence
(X → Y)	$r_{43} = 0,743$ (p = 0,000)	$\rho_{43} = 0,472$ (Sig = 0,000)	

The results of the path analysis coefficients in Table 4.3 states that based on the research hypothesis and statistical hypothesis proposed before of the obtained results as follows: Hypothesis which states indirect impact on the positive Morale Teacher to teacher performance is acceptable (accept H1: $43 > 0$) because the value of $p = 0.000 < \alpha = 0.05$ or a significant direct effect (s). Research shows that there is a direct positive influence on the morale Master teacher performance of Adventist Junior High School of North Sulawesi Province. Morale in implementing the tasks and other routine services is greatly affect teacher performance. Because the morale is the beginning of the achievement of a goal that has been set.

The results of this study are very suitable several studies conducted, among others, according to Suhaimi (2015) in dissertation about the morale and the teacher performance at state junior high school "Hulu Sungai Selatan". The results showed is a direct positive effect on the morale of teacher performance. Morale in doing the job and service is greatly affect the performance of teachers. With their morale, teachers can work together so well that the performance will increase. Furthermore, there are several reasons offered by experts about the importance of morale. One such expert is Hasibuan (2004) stated that morale can increase performance, improve performance and creativity, reduce absenteeism, improve attention, making workplaces safer, and improve the quality of work. Furthermore, high morale of teachers will also increase the willingness of teachers to arrive on time, improving communication, reducing the time to gossip and increase creativity. Theories put forward is very important to support the Teacher Performance.

Testing homogeneity (similarity) Variance Regression

Test requirements homogeneity (similarity) variance regression can be used with Bartlett test or Levene's test. The test results are said to have variance regression of the two variables is homogeneous (similar) when the value of $p > 0.05$ when the data is processed with statistical program. The following are results of tests of homogeneity (similarity) variance (Figure 4.4).

Tabel 3.4 Homogeneity of variance Regression Test Results

Homogeneity Regression	Statistic	Significance
X on Y	0,97	p = 0,512**

Linearity Relationship Test of Two Variables

Results of regression linearity test Morale (X) on the Performance of Teachers (Y) with analysis of variance (F test) can be seen in Table 4.4. In Table 4.4 shows that the test results obtained by the model matches the value $F = 1,438$ with $p = 0.161$. Based on testing criteria, these results expressed Morale and Teacher Performance shaped linear regression (Linear) because it has a value of $p = 0.161 > \alpha = 0.05$. (accepted Ho). Linearity relationship between the two variables can be seen in Figure 4.5.

Table 3. 5 Variance Analysis Linearity Test X and Y

Model	DK	JK	KT	F	Significance
Linearity	1	5195.879	5195.879	86.676	p = 0,000
Matches	26	2240.954	86.191	1.438	p = 0.161

Where: DK= Degrees of Freedom ; JK= Sum of Squares ; KT= Central Squares; F = Test F

IV. Conclusion

Based on the analysis of research data to prove that the theories put forward have compatibility with the research that has been done, so the results of this study can be concluded that: There is a direct positive effect on the Teacher Performance and Morale at Adventist Junior High School of North Sulawesi Province. With high morale can support learning activities that are effective and efficient. This will have a positive impact on the teacher performance. So that teachers will be a maximum of duty to teach well. Thus, it turns out that the variations that occur in the teacher performance at Advent Junior High School of North Sulawesi Province.

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