

The Influence of Work Environment Culture and School Principal Leadership on Kindergarten Teacher Performance

Nahidah, N.¹, Setiadi, G.² & Fajrie, N.³

^{1,2,3}Universitas Muria Kudus, INDONESIA

*Corresponding Author: nornahidastd@umk.ac.id

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Abstract: The purposes of this research are (1) to find out how much influence the principal's leadership has on the performance of kindergarten teachers. (2) To find out how much influence the work environment and the principal's leadership have on the performance of kindergarten teachers. (3) To find out whether there is an influence of the work environment on the performance of kindergarten teachers. This research is quantitative. The sample in this study was 97 teachers. The sampling technique used is non-probability sampling, namely a sampling technique that does not provide equal opportunities for each element or member of the population to be selected as a sample. Data collection in this study used field information or questionnaires. The questionnaire used to obtain data on the environment, principal leadership, and teacher performance uses a Likert scale. Data analysis used descriptive analysis and multiple linear regression. The conclusions of this study (1) Partially the work environment has a significant influence on teacher performance with a value of 2.820 while the table value is 1.984. Whereas the significance value is 0.006. (2) Partially, the principal's leadership has a significant influence on teacher performance with a value of 7.827 while the table value is 1.984. Meanwhile, the significance value is 0.000. (3) Simultaneous work environment and principal leadership have a significant positive effect on teacher performance with an F count having a value of 55.156 while a table F value of 2.70 then obtaining a significance value of 0.000.

Keywords: Work Environment, Principal Leadership, Teacher Performance

1. Introduction

The progress of a nation can be influenced by superior human resources. High-quality human resources are a demand in the globalization era. Improving the quality of human resources in the education sector requires a big role from a teacher. Teachers determine the success of students, especially in the learning process. The teacher is the component that most influence the creation of quality educational processes and outcomes (Khodijah, 2013)

To achieve these educational goals, it is necessary to improve all components of education. As in Government Regulation no. 19 of 2005 concerning National Education standards article 2 (two) that the scope of national education standards consists of 8 scopes, namely: (1) content standards, (2) process standards, (3) graduation competency standards,

(4) educator standards and educational staff, (5) standard of facilities and infrastructure, (6) standard of management, (7) standard of financing, and (8) standard of evaluation (Kementrian Pendidikan Nasional RI, 2014).

To obtain the quality of education by the goals set, teachers are required to always have high performance (Setiadi, 2021), (Caksana, 2019). High performance by the goals that have been set has factors that can affect the results of one's performance. If the factors given are good, then the teacher's performance can increase, but if the factors have a low effect, then the teacher's performance is also low (Benu, 2019). Therefore, an educational institution is a forum that is engaged in the field of education which aims to prepare and share with students in a mature manner in the academic, psychological, and social fields. Educational institutions carry out a series of management arts for the betterment of their schools, one of which is creating quality human resources to develop quality students. There are many influencing factors, one of which is teacher performance. Teacher performance is the level of success of teachers in carrying out educational tasks by their responsibilities and authorities based on performance standards (Satriadi, 2016),

The school principal must have the attitude and knowledge to become a leader in an agency or early childhood education institution. (Juniarti et al., 2020) explains that the leadership of a school principal is every person who has

strengths in themselves and personally, who with their strengths influence, invite, guide, encourage, mobilize, and coordinate other education employees towards increasing or improving the quality of education. The same thing was also stated by (Nurhayati et al., 2022)), that school principal leadership means the ability that a person has to influence all school components (teachers, students, staff) so that they can work together in carrying out joint actions and collective actions in achieving the vision, mission, and school goals.

Previous research evidence on "The Influence of Madrasah Principal Leadership, Work Environment and Work Motivation on Teacher Performance in MTSN throughout Pidie Jaya District, Aceh Province" has been conducted by (Auliana, 2021) in the results of his research explaining that there is a significant positive effect on teacher performance with grades coefficient and P-Value 0.630 (0.000), work environment has a non-positive and not significant effect on teacher performance with a coefficient value and P-Value -0.154 (0.171). Research findings on "The Influence of Leadership and Work Environment on Employee Performance at MIS Miftahul Huda 1 Palangka Raya" conducted by (Yunianti, 2018) the results of his research show that partially, leadership and work environment variables have a positive and significant effect on employee performance, thus also simultaneously that the variables of leadership and work environment have a positive and significant effect on employee performance. Meanwhile, the findings of research conducted by (Susanti et al., 2021) regarding "The Influence of the Work Environment and Principal Leadership as a Supervisor on Teacher Performance" show that the leadership of the principal affects more teacher performance than the work environment.

This explanation shows that from previous research related to the influence of the work environment and the leadership of the principal on teacher performance, it was found that there was gap research from the results of his research. This is what makes researchers interested or encouraged to conduct further research using three variables, namely the work environment, principal leadership, and teacher performance.

Based on the results of observations made by researchers on April 4, 2023, PAUD teachers or educators in Keling District, Jepara Regency tend to feel less comfortable in the work environment in educational units and the leadership of school principals on teacher performance in their respective institutions. This can be seen from the lack of responsibility of the principal towards educators in terms of administrative discipline (teachers have not made learning tools independently because there are still many who copy-paste from other institutions), discipline in carrying out tasks (carrying out learning activities, assessment, and enrichment), teachers lack innovation and variety in the use of learning media, teachers do not prepare different/various play activities for students and teachers have not implemented existing technology to support the learning process. Based on the background of the problems above, the research questions can be broken down as follows:

1. How much influence does the work environment have on the performance of kindergarten teachers?
2. How much influence does the principal's leadership have on the performance of kindergarten teachers?
3. Does the school principal's work environment and leadership affect the performance of kindergarten teachers?

Conceptual framework

It is felt that the performance of teachers at several kindergarten educational institutions in Keling District is not optimal. In general, the reality in the field shows that in carrying out their duties, teachers tend to be monotonous, in terms of teachers carrying out learning, they are focused on using the existing conditions at the school and utilizing the available facilities as they are and do not have targets and targets that must be achieved optimally. The low quality and performance of teachers results in low academic achievement of students at school.

In line with several studies, (Wiyana et al., 2016), (Toto et al., 2019), (Sirait, 2021), (Pratama et al., 2019), (Amirudin et al., 2020), (Mukti et al., 2022), (Martono & Aspiyah, 2016), (Erlina Gentari, 2022), (Prihadi et al., 2021), (Rohmat, Slamet Utomo & Pendidikan, 2022) and (Shofwani & Hariyadi, 2019) who conducted research related to the influence of work environment culture and school principal leadership on kindergarten teacher performance Keling district.

Shanti Aulina's (2021), title research is "The Influence of Madrasah Head Leadership, Work Environment, and Work Motivation on Teacher Performance in MTSN in Pidie Jaya Regency, Aceh Province" The research population is 240 teachers from MTsN 1- MTsN 5 Pidie Jaya. There are similarities and differences in the research being carried out. The similarity is that they both use methods. The difference lies in work motivation.

Rini Yunianti's (2018), the title her research is "The Influence of Leadership and Work Environment on Employee Performance at MIS Miftahul Huda 1 Palangka Raya" The research population is 30 people, and the instrument used quantitative/statistical data analysis to test the hypothesis that have been made. set. Sampling techniques are generally carried out randomly. The results of the research show that partially, leadership and work environment variables have a positive and significant effect on employee performance, as well as simultaneously that leadership and work environment variables have a positive and significant effect on employee performance at MIS Miftahul Huda I Palangka Raya. In research conducted by Rini Yunianti (2018), there are similarities and differences in the research being carried out. The similarity is in the use of methods. The difference lies in the place studied.

Eka Susanti, Nur Ahyani, Missriani, (2021), research title "The Influence of the Work Environment and Leadership of School Principals as Supervisors on Teacher Performance" the methods used are both quantitative, qualitative, experimental and non-experimental, interactive and non-interactive. with a sample of 109 respondents. The data collection technique used by researchers is a Likert scale. The results of the research are that leadership influences teacher

performance more than the work environment. In research conducted by Eka Susanti et al (2021), there are similarities and differences in the research being carried out. The similarity is that they both use methods. The difference lies in the principal as supervisor.

Based on the results of several studies, researchers have found that leadership style has a positive impact on performance. To obtain a quality education that meets the stated objectives, teachers are required to always have high performance. High performance by established goals. Factors that can influence a person's performance results.

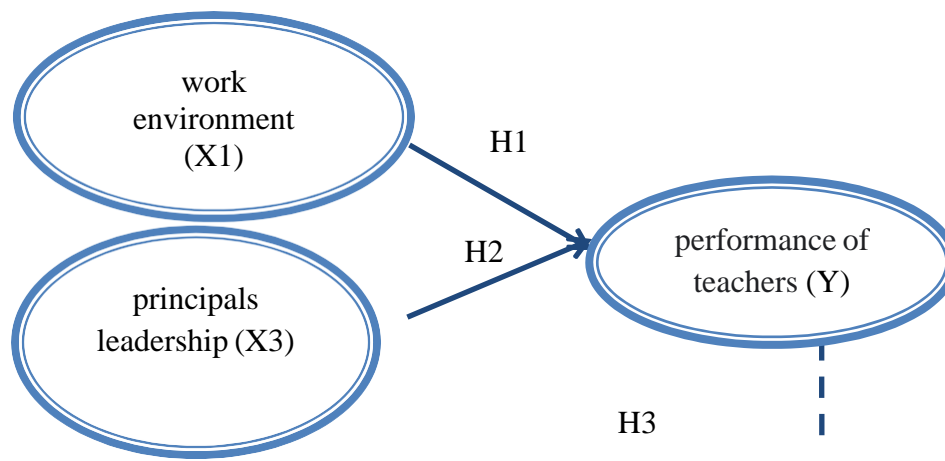


Fig. 1 - Factors that can influence a person's performance results.

Keterangan:

: test partially →

: test simultaneously - →

Research objectives

The purposes of this research are (1) to find out how much influence the principal's leadership has on the performance of kindergarten teachers. (2) To find out how much influence the work environment and the principal's leadership have on the performance of kindergarten teachers. (3) To find out whether there is an influence of the work environment on the performance of kindergarten teachers.

2. Methodology

Research design

The research used in this research is using quantitative research methods. (Sugiono, 2022) the quantitative method is a research method based on the philosophy of positivism, used to examine certain populations or samples, collecting data using research instruments, analyzing data is quantitative to describe and test established hypotheses

Respondents of the study

The population used is rivet teachers who teach in both private and public kindergarten institutions. The population is 130 teachers, in determining the sample in this study using the basic Isaac and Michael formula in the attached table (appendix 8), where a total population of 130 with a tolerance level of 5% gets a total sample of 97.

In this study, researchers used probability sampling. According to (Sugiono, 2022) "probability sampling is a sampling technique that provides equal opportunities or opportunities for each element or member of the population to be selected as a sample". In this study, researchers used simple random sampling, then according to (Sugiono, 2022) Simple Random Sampling is taking sample members from a population that is carried out randomly without regard to the strata in that population.

Sample how the table should be placed is as below

Data collection uses a questionnaire. Data processing is a follow-up activity after data collection is carried out. In quantitative research, data processing is generally carried out by going through the stages of checking (editing), the process of providing identity (coding), and the process of disclosing (tabulating). (Oktaviani & Putra, 2021).

Instrument testing uses validity and reliability tests. Before carrying out tests using regression analysis, classical assumption tests were first carried out which included autocorrelation, normality, multicollinearity, and heteroscedasticity tests. Multiple linear regression analysis was carried out to determine the extent to which the independent variable influences the dependent variable. With these variables, it can be arranged in the following equation (Sugiono, 2022):

$Y = a + b_1x_1 + b_2x_2 + e$ Where:

X1: Work environment X2: Principal Leadership

Y: Performance of Kindergarten Teachers.a: Constant

b1: Regression coefficient between the work environment and the performance of kindergarten teachers.

b2: Regression coefficient between the principal's leadership and the performance of kindergarten teachers.

e: Simultaneous error.

3 Findings and Discussion

Knowledge

Partial Hypothesis Testing (t-test)

Partial testing (t-test) aims to measure or justify each hypothesis. This partial test is indicated by the count contained in the results of statistical calculations. The complete count calculation results can be seen on the attachment page. The results of the calculations carried out using the help of SPSS version 21 can be described as follows:

Tabel 1 - Hasil uji t coefficients.

	Model	t	Sig
	(Constant)	2.414	.018
1	The Work Environment	2.820	.006
	The Principal's Leadership	7.827	.000

a. Dependent Variable: **Teacher Performance**

1. The Effect of the Work Environment on Teacher Performance

One way that can be done by the institution to improve the quality of performance is to pay attention in the form of paying attention to the work environment that is around the agency. The work environment is one of the things that must be considered so that subordinates want to work hard and work smart as expected.

The test results of this study show that work environment factors (X1) have a significant influence on teacher performance. In line with (Keizer & Pringgabayu, 2018). In her research, (Yunianti, 2018) results of her research show that partially the work environment has a positive and significant effect on employee performance, and (Mukti et al., 2022) explain that the work environment has a significant positive effect.

The work environment influences the performance of teachers in an institution to complete the tasks assigned to them whose careers affect performance, a good environment will improve work, and vice versa if the work environment is not calm it will increase the level of mistakes they make.

2. The Influence of the Principal's Leadership on Teacher Performance

(Nasrun, 2016) leadership is the ability to influence a group toward achieving a goal. Leadership is an interpersonal influence that is carried out in certain situations and is directed through the communication process toward the achievement of one or several specific goals. Leadership concerns the process of social influence that is deliberately carried out by someone on other people to structure-activity and influence within a group or organization.

The test results of this study show that the principal's leadership factor (X2) has a significant influence on teacher performance. In line with her research (Susanti et al., 2021) explained that the leadership of the school principal significantly influences teacher performance, as well as (Auliana, 2021) who explained in her research that the leadership of the madrasa head has a significant influence on teacher performance.

This research proves that the function of leadership is to guide, guide, mentor, build, give, or build work motivation, drive the organization and network communication, and bring followers to the goals to be aimed at with the provisions of time and planning. Thus, the style of a leader can affect the improvement of teacher performance.

3. Conclusions and Recommendations

After the researcher carried out the analysis in the previous chapters, the researcher can provide several conclusions as follows:

1. Partially the work environment has a significant influence on teacher performance with a value of 2.820 while the ttable value is 1.984. Meanwhile, the significance value is 0.006, which shows that a good environment will increase work, and vice versa if the work environment is less calm, it will increase the level of mistakes they make.
2. Partially, the principal's leadership has a significant influence on teacher performance with a value of 7.827 while the table value is 1.984. Whereas the significance value is 0.000, this shows that a leader must be able to guide, lead, guide, build, give or awaken work motivation, drive the organization and network communication networks, and bring followers to the goals they want to aim for with the provisions of time and planning.

3. Simultaneously the work environment and leadership of the principal have a significant positive effect on teacher performance with an F count having a value of 55.156 while atable F value of 2.70 then obtaining a significance value of 0.000 which is smaller than the significance level of 0.05. Based on the conclusions presented above, suggestions that can be given regarding teacher performance include:
4. The work environment must be maintained in better conditions both internally and externally so that when carrying out work, both leaders and all employees feel comfortable and safe
5. Future researchers are expected to continue researching public sector organizations. In this case, the scope of government organizations is for a larger scale and instruments

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Conflict of Interest

The authors declare no conflicts of interest.

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