THE INFLUENCE OF WORK CULTURE AND WORK MOTIVATION ON WORK MOTIVATION AT SARIBUMI SIDOARJO ISLAMIC PRIMARY SCHOOL

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Abstract: *This research aims to describe and analyze how work culture and work motivation affect the performance of PAI teachers at Muhammadiyah 2 High School Karang Tengah and how efforts are made to improve student learning achievement. This research is qualitative field research and uses a descriptive analytical approach. Data collection was carried out using observation, interviews and documentation methods. Data analysis is carried out by giving meaning to the data collected and then drawing conclusions. The results of this research show that the professionalism of PAI teachers at the Saribumi Islamic Elementary School in Sidoarjo can be seen from their ability to carry out their professional duties, which include personality competence, social competence and professional competence. In the teaching and learning process PAI teachers teach subjects that are in accordance with the educational and scientific basis they study, so that teachers are able to plan, implement and evaluate the teaching and learning process well, although there are still some teachers who have educational backgrounds that are not from the field or department of teaching. Regarding performance, PAI teachers at Saribumi Islamic Elementary School, Sidoarjo, in carrying out their duties, have high commitment and loyalty and are based on dedication, apart from that, they are also disciplined teachers and are able to work together with the entire school community to implement school programs in order to improve teacher performance.*

Keywords: Work Culture, Work Motivation, Teacher Performance

INTRODUCTION

Education is a basic need in human life, especially in developing the potential and character formation of the young generation who will be the successors of the leadership relay in the future. It is a shared commitment that education has a noble and majestic role. Therefore, everyone will take a role in advancing education, parents, society and the government (Warisno and Hidayah, 2021) . Madrasas are educational institutions that can support the quality of human resources that are beneficial for the community, nation and state. To improve the quality of education and the quality of human resources,

madrasas should be managed by a leader who has the basics and requirements for leadership.

The establishment of an educational unit which is often called a Madrasah is a place where education is actually carried out. Madrasahs as formal institutions have a significant impact on student growth. Madrasas must be more creative in the teaching and learning process, as well as educating and developing teacher performance. It is felt that installing learning facilities alone is not enough, it must be followed by building a learning environment that encourages students to see learning as an integral part of their lives (Kurniawan, Widiastuti and Aslamiyah, 2021) . As the opinion of our educational figure "Ki Hajar Dewantoro" is as follows: *Ing Ngarso Sung Tuladha, Ing Madya Mangun Karso, Tut Wuri Handayani* ". If a leader is at the front then he will set an example for his subordinates, if he is in the middle he must be able to inspire and encourage the people around him, and if he is behind then the leader must be able to direct, encourage/motivate his subordinates to progress further. A leader must be able to set an example and protect his subordinates, motivate and mobilize so that everyone is able and willing to work optimally in accordance with the job description that has been given and carry it out sincerely and with full responsibility . One aspect of education that is very important in order to improve the quality of Madrasah graduates is the Madrasah Head. Quality leadership produces quality education and graduates. Professional leadership is quality leadership (Latifah, Warisno and Hidayah, 2021) . Madrasas are educational institutions that function not only as a medium for inheriting the values held by a society but also function as social reconstruction in order to answer future challenges. In other words, education is essentially an effort to prepare someone to enter a future which may give rise to new values.

Every madrasas in order to achieve national goals Improving the quality of graduates requires a leadership role head madrasa as well as quality improvement plans, with the presence of a madrasa head in an educational institution making the education system itself organized, especially in guiding teachers as educators to create quality students (Pianda, 2018) . The role of teachers is very important in the learning process, as well as advancing the world of education. The quality of students in the world of education is very dependent on the quality of teachers (Dewi, 2018) . Teachers must have competencies that are in accordance with national education standards so that they can carry out their duties and roles with good competency standards that produce students who are knowledgeable and have certain skills. Teachers as presenters of learning material are obliged to pay attention to individual aspects of students as subjects who receive learning material (Amini, Pane and Akrim, 2021) .

There are five communication components in this process, namely: teacher (communicator), learning materials, instructional Media, students (communicants), and learning objectives. A the teacher must be able to demonstrate ability in front of students and show commendable attitudes in

every aspect of life. The teacher is the ideal figure for every student. Usually what the teacher does will be a reference for students, thus the teacher is a model for students, then all their steps will be an example for each student. (Ansyah, 2022) . Work Motivation is work performance in implementing educational programs which must be able to produce graduates/output of increasing quality, able to demonstrate to the community in the form of good service, the costs borne by consumers or people who entrust their children are affordable and not burdensome, task performers are getting better and developing and able to follow the dynamics of society's needs which are always changing according to the progress and demands of the times.

Work Motivation is the key that must be worked on. Performance is the appearance of work behavior which is characterized by flexibility of movement, rhythm and work sequence in accordance with procedures, so that results are obtained that meet the requirements of quality, speed and quantity. (Masruroh, Mansur and Wiyono, 2022) . In line with that, it is also said that performance is *"output derived processes, human or other wise"*. So performance is the result or output of a process. Teacher Performance Education is influenced by factors such as; interactions of students with family members, interactions of students in the social environment of society, factors that students see every day, and interactions of students with teachers at the madrasa. This has an impact on the quality of education which can be said to be low, because the subjects of education, namely teachers and students, do not yet have high intellectual insight. A student will have low intellectual quality if the teacher as a guide in the teaching and learning process also has low intellectual quality (Warisno, 2019) .

RESEARCH METHODS

This research uses a qualitative approach using a phenomenological perspective. This is in accordance with the opinion of Denzin and Lincoln who say that qualitative research is research that uses natural settings, with the aim of interpreting phenomena that occur and is carried out by involving various existing methods. (Moleong, 2002) . The research subject in this research is an object, thing or person to which the research variable data is attached and which is at issue (Anggito and Setiawan, 2018) . Sampling technique is a way of taking samples from a population. In this research the author used a *purposive sampling technique* (Nurdin and Hartati, 2019) . The research was carried out at MTsNegeri 1 Tulang Bawang which is located on Jl. 4 Menggala City, District. Menggala District. Tulang Bawang Prop . Lampung . The sample in this study were teachers who taught at MTs Negri 1 Tulang Bawang with a sample of 40 people.

There are three data collection techniques used in this research, namely: (1) interviews; (2) observation; and (3) documentation. The data analysis technique is to carry out a credibility test (internal validity) on research data in accordance with data credibility test procedures in qualitative research. According to Sugiyono, various types of credibility testing include extended

observations, increased persistence in research, triangulation, discussions with colleagues, negative case analysis, and member *checks* (Sugiyono, 2013) . In this research, the author tested the validity of the data through triangulation. There are 3 types of Triangulation including Source Triangulation, Technical Triangulation, and Time Triangulation, it is found that data certainty is more credible. In general, the steps in analyzing data are as follows: Data presentation, data reduction, drawing conclusions (verification) (Miles and Huberman , 2007) . The instrument was tested using the Instrument Validity Test and Instrument Reliability Test . Data analysis uses descriptive and classical assumption tests which include: Normality Test , Multicollinearity Test , Heteocedasticity Test , Hypothesis Test

DISCUSSION

This research was conducted on 40 teachers and 40 students at the Saribumi Islamic Elementary School in Sidoarjo to obtain an overview of the relationship between madrasa head style and teacher performance on teacher performance education. Data is revealed using a questionnaire instrument that has been tested for validity and reliability. Data descriptions are obtained to provide a general overview of the data distribution.

1. Work Culture (X_1)

The results of statistical calculations on the management scores of madrasa heads were obtained with the lowest score being 90 and the highest score being 130 with a score range of 7. The calculation of the score distribution produced an average score or the number of existing scores divided by the number of respondents, namely 113.5 . The mode or value that has the maximum frequency in a data distribution is 116 . The median or value that divides a data distribution into two equal parts is 116 . The population variance or variation in individual data values in a data set is 42.462 . The standard deviation is 6.516. To clarify the frequency distribution of values for the Work Culture variable (X1), it can be seen in the following Bar Chart: Work Culture . Next, the data is classified to determine the level of Work Culture (X1). Data is grouped into three (3) categories, namely: low, medium and high. The high category is the number of respondents who have a total score greater than the average value plus the standard deviation (M + 1 to ≤ X). The medium category is the number of respondents who have a value between the average value plus standard deviation and the average value minus standard deviation (M – 1 sd ≤< M + 1 sd). The low category is the number of respondents who have a total value smaller than the average value minus the standard deviation (XM–1sd). The complete results of the respondent classification calculations can be seen in the following table:

Table. 3
Classification of Work Cultural Values

Category	Intervals	Amount	Percentage
Low	< 98	6	15%
Currently	98 to 115	16	40%
Tall	> 115	18	45%
Amount		40	100%

Based on the above, it can be seen that the dominant Work Culture value is in the high category, namely 18 people, while for the medium category 16 people and for the low category 6 people.

2. Work Motivation (X2)

The results of statistical calculations on the Work Motivation score were obtained with the lowest score and the highest score with a score range of 7. The calculation of the distribution of these scores produces an average score or the number of existing scores divided by the number of respondents, which is 110. 12 . The mode or value that has the maximum frequency in a data distribution is the median or the value that divides a data distribution into two equal parts.

Work Motivation Next, the data is classified to find out the level of Work Culture (X1). Data is grouped into three (3) categories, namely: low, medium and high. The high category is the number of respondents who have a total score greater than the average value plus the standard deviation (M + 1 to ≤ X). The medium category is the number of respondents who have a value between the average value plus standard deviation and the average value minus standard deviation (M – 1 sd ≤< M + 1 sd). The low category is the number of respondents who have a total value smaller than the average value minus the standard deviation (XM–1sd). The complete results of this respondent classification calculation can be seen in the following table:

Table.5
Classification of Work Motivation Values

Category	Intervals	Amount	Percentage
Low	< 91	4	10%
Currently	91 to 115	12	30%
Tall	> 115	24	60%
Amount		40	100%

Based on the above, it can be seen that the dominant Work Motivation value is in the high category, namely 60 people, while for the medium category it is 12 people and for the low category it is 4 people.

3. Teacher Performance (Y)

The results of statistical calculations on Teacher Performance scores were obtained with the lowest score and the highest score with a score range of 7. The calculation of the distribution of scores produced an average score or the number of existing scores divided by the number of respondents, which was 113.12 . The mode or value that has the maximum frequency in a data distribution is 118 . The median or value that divides a data distribution into two equal parts is 115 . The complete results of this respondent classification calculation can be seen in the following table:

Table . 5

Classification of Teacher Performance Values

Category	Intervals	Amount	Percentage
Low	< 102	4	10 %
Currently	102 to 110	6	15 %
Tall	> 110	30	75 %
	Amount	40	100%

Based on the above, it can be seen that the dominant compensation value is in the high category, namely 30 people, while for the medium category it is 6 people and for the low category it is 4 people. In the SPSS output of the Anova table, it can be seen that the significant values are 0,000 more small from 0.05 And mark from f count 39,394 bigger from mark f table 3.19 Which Then can concluded that Work Culture (X1) and Work Motivation (X2) simultaneously or influence together to Teacher Performance education (Y). Based on the Model Summary output, it can be seen that the coefficient of determination or R Square value is 0.531. The coefficient of determination value of 0.531 is equal to 53.1%, meaning that the Work Culture and Work Motivation variables simultaneously or together influence the Teacher Performance variable.

4. Relationship between Work Culture (X1) and Teacher Performance (Y)

Based on the SPSS calculation of multiple regression analysis, the F test value of 26.655 is greater than the f table value of 3.19, which can then be concluded that Ho is rejected and Ha is accepted, which means Work Culture And Work Motivation simultaneous or together influence Teacher Performance. The R square value is 0.531 or mark coefficient determination as big as 53.1% is work motivation influenced by Work Culture And Teacher Performance. From equality regression double can interpreted, that the more good work culture and work motivation, the better the teacher's performance, on the contrary the more low Work Culture and work motivation, the worse the teacher's performance will be.

Table . 7

Classification of Work Cultural Values

Category	Intervals	Amount	Percentage
Low	< 98	6	15%
Currently	98 to 115	16	40%
Tall	> 115	18	45%
Amount		40	100%

Based on the above, it can be seen that the dominant Work Culture values are found in the high category, namely 18 people, while for the medium category there are 16 people and for the low category there are 6 people.

5. Relationship between Work Motivation (X2) Teacher Performance (Y)

The results of this research indicate that there is a relationship between Work Culture And Work Motivation towards Teacher Performance. Because, mark t test on Work Culture 3.587 is greater than t table alpha (df=47) 2.01174. This means that the better the work culture, the better and better the teacher's performance will be, and conversely, the worse the work culture, the worse and declining teacher performance will be. for the Work Motivation variable, the t test value is 5.437, which is greater than the t table value of 2.01174, which means that the compensation variable has a positive and significant influence on teacher performance.

Table . 8
Classification of Teacher Performance Values

Category	Intervals	Amount	Percentage
Low	< 91	4	10%
Currently	91 to 115	12	30%
Tall	> 115	24	60%
Amount		40	100%

Based on the above, it can be seen that the dominant Work Motivation value is in the high category, namely 60 people, while for the medium category it is 12 people and for the low category it is 4 people.

7. Relationship between Work Culture (X1) and Work Motivation (X2) on Teacher Performance (Y)

The relationship between work culture and work motivation on student learning achievement at Muhammadiyah 2 High School Karang Tengah with a significance F of 0.002 < 0.05 with a percentage of 70.3%. By looking at the results of the significance of F in the Anova test carried out, it is known that the F value is 0.002, so it is known that Work Culture has an influence on efforts to increase Work Motivation and student learning achievement. The better the quality of Work Culture towards Work Motivation at Saribumi Islamic Elementary School Sidoarjo, the better the learning achievement of students at Saribumi Islamic Elementary School Sidoarjo. Therefore, in order

for students' work motivation and learning achievement to increase, work culture must be implemented optimally.

Table . 9
Classification of Teacher Performance Values

Category	Intervals	Amount	Percentage
Low	< 102	4	10 %
Currently	102 to 110	6	15 %
Tall	> 110	30	75 %
Amount		40	100%

Based on the above, it can be seen that the dominant compensation value is in the high category, namely 30 people, while for the medium category it is 6 people and for the low category it is 4 people.

CONCLUSION

Based on the results of the research analysis, the following conclusions can be put forward: 1) The relationship between work culture and educational characteristics of students at Muhammadiyah 2 High School Karang Tengah with a significance value of 0.002 < 0.05. This means that Work Culture has a positive influence on Student Characteristics Education at Muhammadiyah 2 High School Karang Tengah with a percentage of 67.5%; 2) The relationship between work motivation and educational characteristics of students at Muhammadiyah 2 High School Karang Tengah with a significant t of 0.000 < 0.05. Thus, work motivation has a positive effect on student learning achievement at the Muhammadiyah 2 High School Karang Tengah with a percentage of 69.9%; 3) The relationship between work culture and work motivation on educational characteristics at Muhammadiyah 2 High School Karang Tengah with a significance F of 0.002 < 0.05 with a percentage of 70.3%. By looking at the results of the significance of F in the Anova test carried out, it is known that the F value is 0.002, so it is known that Work Culture has an influence on efforts to increase Work Motivation and student learning achievement. The better the quality of Work Culture towards Work Motivation at Saribumi Islamic Elementary School Sidoarjo, the better the learning achievement of students at Saribumi Islamic Elementary School Sidoarjo. Therefore, in order for students' work motivation and learning achievement to increase, work culture must be implemented optimally.

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