
The Influence Of Discipline On The Performance Of Sports Teachers At SMK Karawang Regency

Irfan rahman

Universitas Negeri Jakarta, Jakarta, Indonesia

Corresponding email: irfanrahman9886@gmail.com

Abstract. Based on the results of the SMK Teacher Competency Test (UKG) in Karawang Regency in 2022 of 57.01, while the Regulation of the Minister of Education, Culture, Research and Technology of the Republic of Indonesia Number 29 article 9 paragraph 1 explains that the minimum score for passing the UKG is at least 70, and it can be said that the UKG score is below standard. Therefore, the researcher aims to determine and analyze the effect of discipline on the performance of sports teachers at SMK Karawang Regency. The method used is a survey method with a quantitative approach. Data collection in the form of questionnaires distributed to the sample, and the analysis techniques used are descriptive statistics, and inferential. The results showed the effect of discipline on the performance of sports teachers with a tcount value of 11.969 while the ttable value is 2.048. It can be stated that if $t_{count} > t_{table}$ then H_0 is rejected and H_a is accepted, namely there is a direct influence of discipline on the performance of sports teachers at SMK Karawang Regency.

Keyword: Discipline; Performance

INTRODUCTION

In the world of education, teacher performance is very important to achieve the goals of national education and education in schools. Teacher performance is a teacher's pedagogical attitude that is expected to improve student achievement (Skourdumbis, 2019). So the quality of teachers for students is very important because high quality teachers in educating can lead to student success in learning, have a good attitude and become a responsible person (Reynolds & Park, 2021). In order to achieve good performance, it must have basic principles of performance that are embedded such as strategic principles, holistic, integrated, goal formulation, planning, feedback, performance measurement, performance improvement, sustainability, development in performance, and honesty (Wibowo, 2016). Then there are also the objectives of performance, namely strategic, development, and administrative goals (Ma'arif & Kartika, 2021).

Therefore, teachers must have standards in performance, based on the Regulation of the Minister of Education, Culture, Research and Technology of the Republic of Indonesia Number 29 article 9 paragraph 1 explains that the minimum score for passing the Teacher Competency Test is at least 70 for each level. In the Karawang Regency area, there are results of the Teacher Competency Test (UKG) at the Vocational High School (SMK) level of 57.01 (Kemendikbud, 2022). In the SMK UKG results, it can be stated that it is still below the standards set by the government regulation. Then from the results of surveys and interviews with the Head of the Subject Teacher Consultation Meeting (MGMP), it shows that there are several teachers who are still absent from attending trainings that develop teacher competence. These problems are

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* Irfan rahman, irfanrahman9886@gmail.com

also supported by factors that influence performance such as compensation, competence, discipline, and motivation (Wibowo, 2016).

Work discipline is something that affects the level of work performance of an individual in a company (Rivai, 2016). Work discipline is an important part or variable when developing human resource management, because discipline is needed in an organization so that there is no negligence, deviation or negligence and ultimately waste in doing work (Arif et al., 2020). Teacher discipline has a great impact on the quality of education. Disciplined teacher performance can help create an efficient and effective environment in schools. Therefore, having disciplined teachers at work can improve the quality of teacher performance.

There are several studies that state that discipline is a factor that can affect teacher performance. According (Rodi et al., 2019) The results of this study indicate that discipline and work facilities have a significant effect on teacher performance in the study of SMKN 1 Grati. Meanwhile, according (Sirhi, 2018) shows the results of research that motivation and discipline have a positive effect on the performance of Muhammadiyah high school teachers in Ende Regency. From some of these studies it can be concluded that discipline can affect teacher performance.

Based on the phenomena that occur, this study aims to determine and analyze the effect of discipline on the performance of vocational sports teachers in Karawang Regency. Because sports teachers play an important role and can support students' physical fitness in carrying out learning at school and in everyday life. Then from this previous research, this research offers a solution that discusses the performance of sports teachers, and how the discipline of sports teachers in teaching. This study also has novelty about the variables studied, has more complex problems, and the geographical location of the sample studied.

METHOD

The approach uses quantitative with survey method. The population of Vocational High School (SMK) sports teachers in Karawang Regency amounted to 30 teachers. From this population, a sample of 30 teachers was taken using the census sampling technique with the entire total population being sampled (Sugiyono, 2018). The instrument used is a questionnaire and distributed to the sample in the form of a google form using a Likert scale score. In the preparation of instruments that must be considered, namely determining variables, determining dimensions, creating indicators, and compiling questions. The data analysis technique uses descriptive and inferential statistics by calculating the data assisted by SPSS 26. Then determine the research hypothesis with a significant level that is used $\alpha = 0,05$.

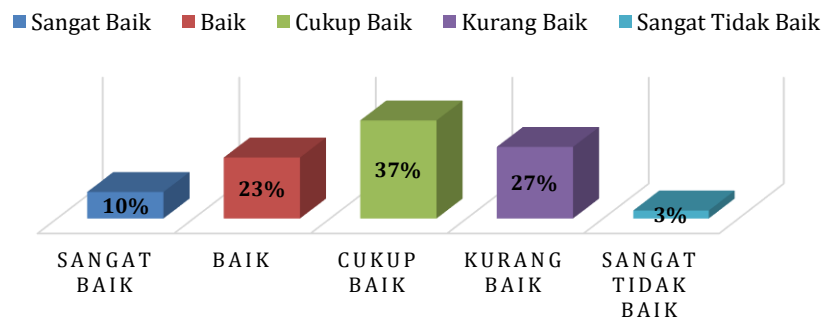
RESULTS AND DISCUSSION

In the performance variable there is a mean of 138.57, median 138.5, mode 130, maximum value 160, minimum value 100, range 60, standard deviation 12.57, and variance 152.71. Then the performance data is translated into a frequency distribution table and bar chart as follows:

Tabel 1. Distribusi Frekuensi Kinerja

No	Interval		Kategori	F	%
1	157	$x >$	Sangat Baik	3	10%
2	145	$< x <$	Baik	7	23%
3	132	$< x <$	Cukup baik	11	37%
4	120	$< x <$	Kurang baik	8	27%
5		$x <$	Sangat tidak baik	1	3%
Jumlah				30	100%

Gambar 1. Diagram Batang Kinerja



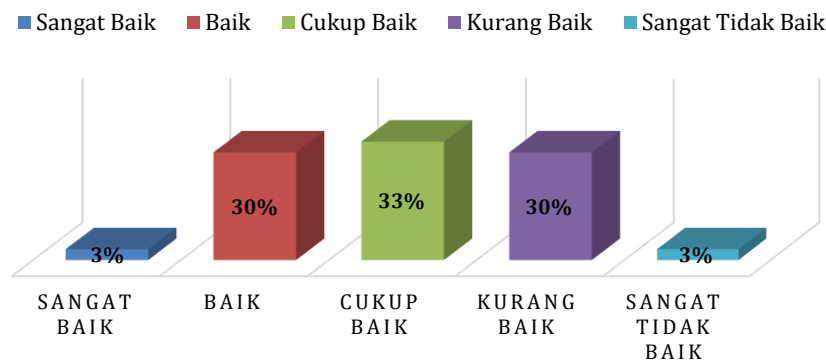
In table 1, and figure 1 there are teachers who have very good performance categories as many as 2 teachers with a percentage of 10%, good categories as many as 7 teachers with a percentage of 23%, quite good categories 11 teachers with a percentage of 37%, unfavorable categories 8 teachers with a category of 27%, and very unfavorable categories 1 teacher with a percentage of 3%.

Then the discipline variable has a mean of 149.10, median 149, mode 146, maximum value 169, minimum value 112, range 57, standard deviation 13.24, and variance 169.49. Then the discipline data is translated into a frequency distribution table and bar chart as follows:

Tabel 2. Distribusi Frekuensi Kedisiplinan

No	Interval		Kategori	F	%
1	169	$x >$	Sangat Baik	1	3%
2	156	$< x <$	Baik	9	30%
3	142	$< x <$	Cukup baik	10	33%
4	129	$< x <$	Kurang baik	9	30%
5		$x <$	Sangat tidak baik	1	3%
Jumlah				30	100%

Gambar 2. Diagram Batang Kedisiplinan



In table 2, and figure 2 there are teachers who have very good performance categories as many as 1 teacher with a percentage of 3%, good category as many as 9 teachers with a percentage of 30%, quite good category 10 teachers with a percentage of 33%, poor category 9 teachers with a category of 30%, and very bad category 1 teacher with a percentage of 3%.

The results of the normality test using Kolmogorov Semirnov showed a significant value of 0.200 at the significant level used $\alpha = 0,05$. The results show a significant value $0,200 > 0,05$ significant level then the data is normally distributed. Then in the linearity test there is a significant value of 0.141 with a significant level used $\alpha = 0,05$. From the results of the linearity test, it shows a significant value of $0.141 > 0.05$, so the data has a significant linear relationship.

Based on the results of linear regression, the tcount is 11.696 using a significant level $\alpha = 0,05$, and $n=30$ then $t_{tabel} 2,048$. The results stated that $t_{hitung} 11,696 > t_{tabel} 2,048$ then there is a significant influence of discipline on the performance of sports teachers at Vocational High Schools (SMK) in Karawang Regency.

CONCLUSION

In these results there are results from the performance variable of 37% as many as 11 teachers in the good enough category, and from the discipline variable of 33% as many as 10 teachers in the good enough category. Then the results of the linear regression test show tcount $11.696 > 2.048$ ttable, it can be concluded that discipline has a significant effect on the performance of teachers at SMK Karawang Regency.

From these results it has been proven that discipline affects teacher performance. therefore, local governments must pay more attention to discipline because disciplined teachers can improve the quality of teacher performance and can develop education in Indonesia.

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