

WORK PRODUCTIVITY OF TEACHERS OF SMP BATIK SURAKARTA IN 2021

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Abstract : *This study aims to see the effect simultaneously or partially the variables of discipline, innovation ability, leadership style and emotional intelligence with teacher work productivity at SMP Batik Surakarta. Researchers conducted observations at SMP Batik Surakarta with the object of teacher research as a sample in order to determine the relationship between discipline, innovation ability, leadership style and emotional intelligence with teacher work productivity. The research method is in the form of survey research using quantitative research with a sample size of about 45 teachers. The data collection method used a questionnaire with a saturated sampling technique. Processing of data using the SPSS program using multiple regression equation analysis tools, F test, t test, and the coefficient of determination. The results of the analysis can be obtained that the variables of discipline, innovation ability, leadership style and emotional intelligence have a simultaneous effect on the teachers work productivity of SMP Batik Surakarta. Discipline has a significant effect on the teachers work productivity in SMP Batik Surakarta. Innovation ability has a significant effect on the teachers work productivity of SMP Batik Surakarta. Leadership style has a significant effect on the teachers work productivity of SMP Batik Surakarta. Emotional intelligence has a significant effect on the teachers work productivity at SMP Batik Surakarta. The results of the observation show that simultaneously the independent variables which include work motivation, job satisfaction and compensation have a relationship with teacher performance.*

Keywords: *Discipline, Innovation Ability, Leadership Style and Emotional Intelligence with Teacher Work Productivity*

1. Introduction

A. Background

A country or nation's human resource capabilities can be seen in terms of its education. Education is the key to addressing the future because education is always oriented toward preparing students to play an active role. Anticipation of future success is ultimately determined by the quality of human resources produced through education. Therefore, the development of education in Indonesia is carried out continuously to achieve national goals. As mentioned in Law No. 20 of 2013 article 1 paragraph 1 which reads: Education is a conscious and planned effort to realize the atmosphere of learning and learning process so that learners actively develop their potential to have religious-spiritual power, self-control, personality, intelligence, noble morals, and skills required by themselves, society, nation, and country. Teachers are educators who have a role to teach, educate, and guide students to have knowledge and skills for educational purposes.

Teachers are one of the resource factors determining success in schools because teachers are humane elements close to students in daily education in school. Teachers are human resources that can use other factors to create a quality teaching and learning process and become the main factor determining the quality of education. HR factor can drive the achievement of school goals effectively and efficiently, but human resources can also be an obstacle factor towards achieving school goals. Based on the author's observation that an essential element in the organization of schools or educational institutions is the productivity of teacher work. Therefore, in this case, every school, SMP Batik Surakarta, will always strive to increase the work productivity of its teachers to achieve the maximum purpose of teaching and learning implementation.

But the fact shows that the work productivity of teachers today is still in the public spotlight because of the number of teachers who can only teach by the classification of science or can only teach by their fields but can not build the interest and understanding of students to be interested in the lessons or materials delivered by the teacher. Most of the teachers' level of discipline is still not maximized, and the low innovation ability. Likewise, the teacher's work productivity is influenced by the headmaster's leadership style, because as an easterner in general, it will be subject to superiors. As well as emotional intelligence will also affect a teacher's work productivity. This phenomenon is behind the author conducting this study, namely the decrease in the level of work productivity of teachers in SMP Batik Surakarta, which appears suspected due to several factors and interrelated factors. These factors include discipline, innovation skills, headmaster leadership style, and emotional intelligence.

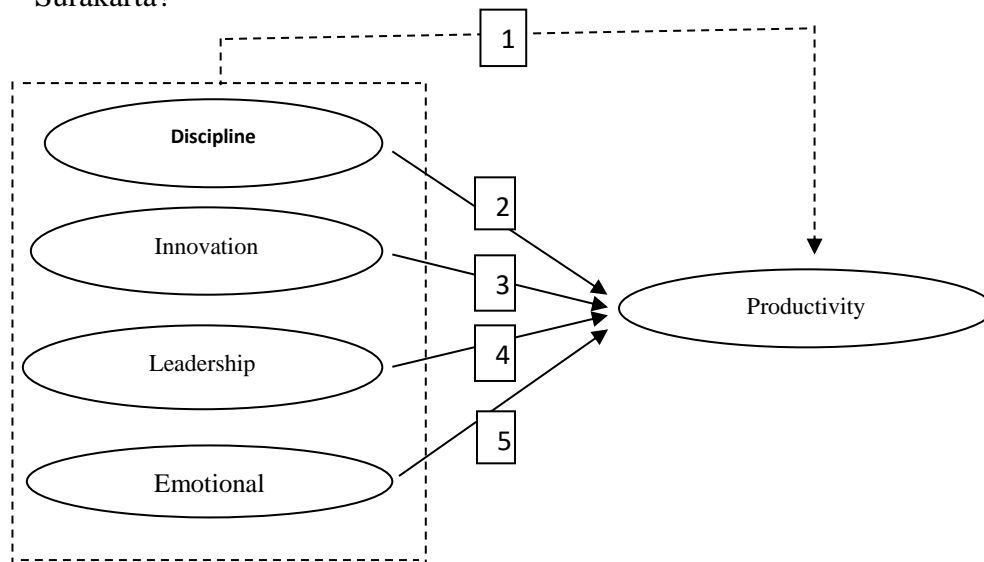
The study conducted by Nofriyanti (2019) showed a positive and significant influence of employee competence, organizational culture, employee discipline, and partial and simultaneous job satisfaction on employee work productivity in the Semarang district staffing agency. The higher the work discipline, the higher the level of work productivity and vice versa, the lower the work discipline, the lower the level of work productivity. Discipline has a positive and significant effect on teacher work productivity. The results of previous research conducted by Kartono (2020) showed that knowledge sharing, individual innovation capability, and organizational commitment simultaneously affect the work productivity of SLB teachers in Cirebon City and Regency. The results of research from Nursaidah (2017) showed that the headmaster's leadership positively influenced the teacher's passion in professional ethics to realize teacher work productivity. The results of research conducted by Septiani (2018) showed that partially and simultaneously emotional intelligence, work discipline, and work environment have a positive and significant effect on employee work productivity at Bank Syariah Mandiri Tulungagung Branch.

This research was conducted at SMP Batik, which is a private school owned by Yayasan Pendidikan Batik located in Surakarta City. Based on initial observations made by researchers, the work productivity of teachers in this school is still low, proven not to be the maximum achievement achieved by the school, teachers, or students in this school. Related to the work productivity of teachers in SMP Batik, there is still a lack of discipline from most teachers and not yet the maximum innovation ability will affect the productivity of teachers in SMP Batik. Also, the qualified leadership style of a principal and the emotional intelligence possessed by a teacher affect the work productivity of a teacher.

Based on the description in the background of the research above, the formulation of the problem appears as follows:

- 1) Does discipline, innovation skills, leadership style, and emotional intelligence affect the work productivity of teachers at SMP Batik Surakarta?

- 2) Does discipline affect the work productivity of teachers at SMP Batik Surakarta?
- 3) Does innovation affect the work productivity of teachers at SMP Batik Surakarta?
- 4) Does leadership style affect teacher productivity at SMP Batik Surakarta?
- 5) Does emotional intelligence affect the work productivity of teachers at SMP Batik Surakarta?



Concerning the problems outlined above, a hypothesis is needed to make research and problem solving more targeted. Therefore, the hypotheses in this study are as follows:

- H1 : Discipline, Innovation Ability, Leadership Style, and Emotional Intelligence have a positive influence on the productivity of teachers' work at SMP Batik Surakarta.
- H2: Discipline has a positive influence on the productivity of teachers' work at SMP Batik Surakarta.
- H3 : Innovation ability has a positive influence on teacher work productivity in SMP Batik Surakarta.
- H4 : Leadership style positively influences the productivity of teachers' work at SMP Batik Surakarta.
- H5 : Emotional Intelligence has a positive influence on the productivity of teachers at SMP Batik Surakarta.

2. Literatur Review

A. Teacher Work Productivity

According to Hasibuan (2013: 94), work productivity compares output and input, where the result must have added value and better working techniques.

According to Sedarmayanti (2009: 228), productivity is a level of efficiency in producing goods/services: "Productivity expresses how to use well to the source in producing goods." According to Sedarmayanti (2009: 6), six leading indicators determine labor productivity: 1). work attitude, 2). skill level, 3). working relationship with the organization leader, 4). productivity management, 5). labor efficiency, and 6). Entrepreneurship.

B. Discipline

According to Hasibuan (2013: 193) "Discipline is the awareness and willingness of a person to obey all applicable corporate regulations and social norms. Discipline must be enforced within a corporate organization. Without good employee discipline support, it is difficult for a company or organization to realize its goals. So, discipline is the key to a company or organization's success in achieving its goals." A discipline is a form of obedience to the rules, whether written or unwritten, established. Work discipline is always expected to be a characteristic of human resources in the organization because with discipline, the organization will run well and achieve its goals well (Setiawan and Waridin, 2006: 189). According to Harlie (2010), indicators of work discipline are as follows: 1). always present on time, 2). always prioritize the percentage of attendance, 3). always obey the provisions of working hours, 4). always prioritize efficient and effective working hours, 5). have work skills in the field of duty, 6). have a high spirit of work, 7). have a good attitude, 8). always creative and innovative in working.

C. Innovation Capabilities

According to Syria (2008: 304), Innovation in a broad concept is limited to products. Innovation can be an idea, ways, or object perceived by a person as something new. Innovation is also often used to refer to changes perceived as new by the people experiencing them. Ahmed and Shepherd (2010: 4) stated that the company's innovation can produce R&D (Research and Development), production, and marketing approach and ultimately lead to the commercialization of such innovations. In other words, innovation is the process of realizing new ideas, which are different from the old ones, using production or making them real, where innovation includes evaluation generation, new concepts, and implementations.

In this study, the ability of innovation is the attitude and behavior shown by employees in carrying out their main tasks and functions, which are raised in indicators such as: 1) Tendency to Apply ideas, 2) Introduction of new ways better, 3) Dissatisfaction with the current system, 4) They were having a different view of a model of handling work, 5) The use of new procedures, 6) Application of more valuable methods, 7) Systematic self-development, 8) Conscious efforts with a definite purpose, 9) Improvement of existing processes (Goleman. 2004: 41).

D. Leadership Style

Leadership style is behavior and strategy due to a combination of philosophy, skill traits, and attitudes that leaders often apply when trying to influence the performance of their subordinates. The most appropriate leadership style is a style that can maximize productivity, job satisfaction, growth, and easily adjust productivity, job satisfaction, development, and quickly adapt to all situations (Sedarmayanti, 2009: 57).

According to Siagian (2002: 121), leadership style indicators include 1) The climate of mutual trust, 2) Appreciation of members' ideas, 3) they are taking into account the feelings of subordinates, 4) attention to work comfort for aides, 5) they are paying attention to the welfare of subordinates, 6) they are taking into account the factors of job satisfaction of assistants in completing tasks entrusted to them, and 7) recognition of the status of the organization's members appropriately and professionally.

E. Emotional Intelligence

According to Robbins and Judge (2015: 70), emotional intelligence is a person's ability to

detect and manage clues and dynamic information.

According to Goleman (2015: 56) the figure who popularized emotional intelligence argues that emotional intelligence is the ability to motivate oneself and endure frustration, control impulses and not exaggerate pleasure, regulate moods and keep the stress burden from paralyzing the ability to think, empathize and pray.

Goleman (2015: 58) reveals indicators of emotional intelligence that can be a guideline for individuals to achieve success, namely: 1) Self-awareness, 2) Self-regulation, 3) motivation, 4) recognizing the emotions of others (empathetic), and 5) Foster (social) relationships.

3. Research Methodology

This research uses a descriptive quantitative approach. Quantitative research is a scientific method because it has fulfilled scientific rules that are concrete or empirical, objective, measurable, rational, and systematic (Sugiyono, 2016: 7).

The population is the entire subject of research (Arikunto, 2010: 173). The population in this study was all teachers at SMP Batik Surakarta, which amounted to 45 people. The sample is a part or representative of the population to be studied (Arikunto, 2010: 109). The number of samples taken as many as 45 people or respondents.

The sampling technique used in this study is the census technique.

Data collection techniques in this study are:

1. Observation
2. Interview
3. Questionnaire
4. Literature Studies

This study uses statistical data analysis techniques with SPSS programs.

4. Result And Discussion

A. Multiple Linear Regression Test

Table 1
Multiple Linear Regression Results
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.507	2.804		.538	.594
Discipline	.108	.242	.093	.447	.657
Innovation Capabilities	.500	.177	.387	2.817	.008
Leadership Style ²	.086	.115	.091	.743	.462
Emotional Intelligence	.278	.180	.333	1.543	.131

a. Dependent Variable: Productivity

So that the regression equation is obtained as follows:

$$Y = 1,507 + 0,108X_1 + 0,500X_2 + 0,086X_3 + 0,278X_4$$

Means:

- 1) The value of α (constant) = 1,507, positive value means that if there are no variables of discipline, innovation ability, leadership style and emotional intelligence then the work productivity is only 1,507.
- 2) The value of $\beta_1 = 0.108$, positive value means that discipline has a positive influence on work productivity, if there is an increase in the discipline of one unit and other variables are considered constant, it can affect the increase in work productivity by 0.108.
- 3) The value of $\beta_2 = 0.500$, a positive value, means that the ability of innovation has a positive influence on work productivity, if there is an increase in innovation capability and other variables are considered constant, it can affect the increase in productivity by 0.500.
- 4) The value of $\beta_3 = 0.086$, positive value means that the leadership style positively influences work productivity. If there is an increase in leadership style and other variables are considered constant, it can affect the increase in work productivity 0.086.
- 5) The value of $\beta_4 = 0.278$, positive value means that emotional intelligence has a positive influence on work productivity, if there is an increase in emotional intelligence and other variables are considered constant, it can affect the increase in productivity by 0.278.

B. Hypothesis Test

F Test (Simultaneous)

Table 2. F Test Results

ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	103.062	4	25.765	15.795	.000 ^b
Residual	65.249	40	1.631		
Total	168.311	44			

a. Dependent Variable: Produktivitas

b. Predictors: (Constant), Intelligence, Leadership, Innovation, Discipline

Source : Primary Data processed 2021

From the results of the data analysis that has been obtained, it can be known that the value of F-score is 15,795, because $F\text{-score} > F_{\text{table}} 15,795 > 2.62$ and significance $0.000 < 0.05$ then H_0 rejected. It can be concluded that H_a is accepted, meaning that there is an influence between discipline, innovation ability, leadership style and emotional intelligence simultaneously and significantly on the productivity of teachers' work at SMP Batik Surakarta.

T Test (partial)

Table 3. Test Result T Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.507	2.804		.538	.594
Discipline	.108	.242	.093	2.447	.000
Innovation Capabilities	.500	.177	.387	2.817	.008
Leadership Style ²	.086	.115	.091	3.743	.042
Emotional Intelligence	.278	.180	.333	4.543	.031

Dependent Variable: Productivity

- 1) The value of the $>$ t score ($2,447 > 2,021$) and the significance value of $0.000 < 0.05$ were then H_0 was rejected and H_a accepted. It can be concluded that there is a positive and significant influence of discipline on the work productivity of teachers at SMP Batik Surakarta.
- 2) T score value $>$ t table ($2,817 > 2,021$) and significance value of $0.008 < 0.05$ then H_0 was rejected and H_a accepted. It can be concluded that there is a positive and significant influence of innovation ability on teacher work productivity in SMP Batik Surakarta.
- 3) T score value $>$ t table ($3,743 > 2,021$) and significance value of $0.042 < 0.05$ then H_0 was rejected and H_a accepted. It can be concluded that there is a positive and significant influence of leadership style on the work productivity of teachers at SMP Batik Surakarta.
- 4) The value of $>$ t score ($4,543 > 2,021$) and significance value of $0.031 < 0.05$ then H_0 was rejected and H_a accepted. It can be concluded that there is a positive and significant influence of emotional intelligence on the work productivity of teachers at SMP Batik Surakarta.

C. Determination Coefficient Test (R²)

Table 4. Result Of Coefficient of Determination
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.783 ^a	.612	.574	1.277

a. Predictors: (Constant), Discipline, Innovation Ability, Leadership Style, Emotional Intelligence.

Source : Primary Data processed 2021

Based on the calculation result obtained an adjusted R square value of 0.574. Means variables discipline (X1), innovation ability (X2), leadership style (X3), and emotional intelligence (X4) contributed to the work productivity of teachers (Y) by 57.4%, while the remaining 43.6% contributed from other factors/variables not proposed in this study such as work attitudes, skill levels, education, and others.

Discussion

1) **The influence of discipline, innovation ability, leadership style, and emotional intelligence simultaneously on the work productivity of teachers at SMP Batik Surakarta.**

Based on the results of the SPSS count obtained $F_{score} > F_{table}$ ($15,795 > 2,60$) and significance $0,000 < 0,05$. then H_0 was rejected, and H_a accepted, meaning discipline, innovation skills, leadership style, and emotional intelligence simultaneously had a significant influence on teacher work productivity. These results prove the higher discipline, innovation skills, leadership style, and emotional intelligence, so teachers' work productivity will be significantly improved.

2) **The effect of partial discipline on teacher work productivity at SMP Batik Surakarta.**

Based on the results of the SPSS count obtained $t_{table} > t_{score}$ ($2,447 > 2,021$) and significance of $0,000 < 0,05$. This means that discipline has a positive and significant effect on teacher work productivity. This research is in line with previous research conducted by (Prianti, 2018); (Nofriyanti, 2019) employee discipline positively and significantly affects employee productivity.

3) **The influence of innovation capability partially on the work productivity of teachers at SMP Batik Surakarta.**

Based on the results of the SPSS count obtained $t_{score} > t_{table}$ ($2,817 > 2,021$) and significance $0,008 < 0,05$. This means that innovation capabilities have a positive and significant impact on employee performance. These results prove the higher the ability of innovation, the more the work productivity of teachers will increase markedly. This research is in line with previous research conducted by (Riyanti, 2017); (Kartono, 2020) innovation capabilities positively and significantly affect teacher work productivity.

4) **The influence of leadership style partially on the work productivity of teachers at SMP Batik Surakarta.**

Based on the results of the SPSS count obtained $t_{score} > t_{table}$ ($3,743 > 2,021$) and

significance $0.042 < 0.05$. This means that the leadership style has a positive and significant effect on the work productivity of teachers at SMP Batik Surakarta. These results prove that the higher the leadership style, the more the teacher's work productivity will increase markedly. This research is in line with previous research conducted by (Nursaidah, 2017); (Azizah, 2018) the headmaster's leadership style positively and significantly affects teacher work productivity.

5) The influence of emotional intelligence partially on the work productivity of teachers at SMP Batik Surakarta.

Based on the results of the SPSS count obtained $t_{table} > t_{score}$ ($4,543 > 2,021$) and significance $0.031 < 0.05$. This means that emotional intelligence has a positive and significant effect on the work productivity of teachers at SMP Batik Surakarta. This research is in line with previous research conducted by (Septiani, 2018); (Nazaruddin, Raihan Iskandar, 2020) emotional intelligence positively and significantly affects teacher work productivity.

5. Conclusion

Based on the results of research and discussion, can be drawn some conclusions as follows:

- 1) F test results showed a simultaneous and significant influence of discipline, innovation ability, leadership style, and emotional intelligence influenced simultaneously on the work productivity of teachers of SMP Batik Surakarta.
- 2) T test results show:
 - a. Discipline has a significant effect on the work productivity of teachers of SMP Batik Surakarta.
 - b. Innovation capability has a significant impact on the work productivity of teachers of SMP Batik Surakarta.
 - c. Leadership style has a significant effect on the work productivity of teachers of SMP Batik Surakarta.
 - d. Emotional intelligence has a significant effect on the work productivity of teachers of SMP Batik Surakarta.
- 3) Multiple linear regression results:
 - a. Constant (a) = 1,507
This means that if the constant value (a) = 1,507. At the same time, the variables of discipline, innovation ability, leadership style, and emotional intelligence are considered constant or equal to zero, then the teacher's work productivity variable is 1,507 and shows a positive result.
 - b. Discipline Coefficient (b_1) = 0.108
This means that if the value of the discipline variable coefficient increases. At the same time, the variable of innovation ability, leadership style and emotional intelligence assumed the value of the regression model is fixed, then the value of teacher work productivity will increase by 0.108 and show positive results.
 - c. Coefficient of Innovation Capability (b_2) = 0.500
This means that if the value of the variable coefficient of innovation capability increases while the variables of discipline, leadership style and emotional intelligence are assumed to be fixed, then the value of teacher work productivity will increase by 0.500 and show positive results.
 - d. Leadership style coefficient (b_3) = 0.086

This means that if the value of leadership style variable coefficient increases, while the variable discipline, innovation ability and emotional intelligence assumed the value of the regression model is fixed, then the value of teacher work productivity will increase by 0.086 and show positive results.

The adjusted value of R Square (R²) in this study is 0.574 so that it can be interpreted that the variation of independent variables consisting of discipline, innovation ability, leadership style, and emotional intelligence to dependent variables is work productivity of 57.4%, while the remaining 42.6% contribution from other factors that are not studied include work attitude and skill level.

Suggestion

Based on the above conclusions, researchers presented some suggestions as follows:

- 1) School managers should motivate to improve the discipline, innovation skills, leadership style, and emotional intelligence of teachers of SMP Batik Surakarta to maximize the influence that can increase teacher work productivity effectively. Although, in this case, there are several ways to improve teacher work productivity, including improving teacher discipline in terms of attendance and implementation of the learning process, conducting training to improve teacher innovation skills, and presenting creativity in the learning process, the principal must constantly manage the school to the maximum. In addition, teachers must maximize their emotional intelligence to control themselves and the environment.
- 2) According to the theoretical basis in this study, many other factors affect the work productivity of teachers. In the next lesson, researchers research other factors that influence teacher work products such as work attitudes, skill levels, productivity management, labor efficiency, or many other factors so that the research conducted can provide more profound benefits for the world of education. Similarly, it is expected that the following analysis can do research with the same variables and done in different schools or agencies / other.

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