The Influence of Professionalism, Work Motivation and Commitment on The Performance of PGRI Lumajang Vocational School Teachers

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ABSTRACT
This research aims to find out: (1) the effect of professionalism on the performance of PGRI Lumajang Vocational High School teachers (2) the effect of motivation on the performance of PGRI Lumajang Vocational High School teachers (3) understand what commitment teachers have to maintain the performance of Lumajang Vocational High School teachers. The research method used is descriptive quantitative. The subjects of this research were all 34 teachers of the PGRI Lumajang Vocational High School. The illustration for this research was taken from the population of the large number of teachers at the PGRI Lumajang Vocational High School with a questionnaire distribution instrument. Analysis of the information used using multiple linear regression analysis. Based on the results of the analysis of information showing that teacher professionalism does not affect teacher performance with a sig.t value of (X1) 0.080 > 0.05 and t count (1.811) < t table (2.042).

Keywords: Commitment and Performance, Professionalism, Work Motivation

INTRODUCTION
In this era of development, every organization is required to have human resource management in order to increase organizational effectiveness. Especially, in educational institutions which means that human resources are the main source of knowledge, innovation and renewal. Source quality Power human (teacher) constructive and skilled is the thing that is most needed in the activity process learn how to teach and can help progress of school accreditation. PGRI Lumajang Vocational High School was chosen for research because PGRI Lumajang Vocational High School is a favorite school in the city of Lumajang which is an "A" accredited vocational high school according to the Ministry of Education. Based on a survey that has been conducted, researchers found an interesting phenomenon at PGRI Lumajang Vocational School measuring performance teachers by looking at the results of teacher performance.

The reason for conducting this research is because it is considered important to know and improve the condition of teacher professionalism, work motivation and performance commitment Vocational High School teacher PGRI Lumajang. One of the phenomena at the research site, namely the PGRI Lumajang Vocational High School, is the unprofessionalism of teachers when teaching students who...
are more concerned with their own individual matters such as playing with their cellphones during teaching hours. The phenomena at the PGRI Lumajang Vocational High School research site related to motivation, one of which is not being able to reconcile individual problems with work, where sometimes individual problems are linked to work which makes work morale disturbed and decreased. The phenomena at the PGRI Lumajang Vocational High School research site are related to commitment, one of which is that there are still some teachers who are late entering or leaving class during lesson time, teachers enter and leave class not on time, so that many students wander outside the classroom during lesson time.

Overview References
The grand theory in this research is the Psychological Perspective Theory. What is meant by Psychological Perspective Theory according to (Agusti & Nastia, 2013) states that the psychological perspective is an addition to the mechanical perspective. The psychological perspective (Agusti & Nastia, 2013) considers humans to be in a stimulus field (Information Environment) which can be processed through the recipient's sensory organs. Permanasari et al., (2014) report that the term professionalism means responsibility for acting more than just fulfilling the responsibilities assigned to them and more than just fulfilling the laws and regulations of society. Hidayat et al., (2020) reported that motivation can be assessed as the presence of driving energy that makes people able to do something to achieve a goal. From several thoughts about motivation, everything is shown to the emergence of the urge to achieve performance goals. Wahyu Priadi, (2023) reports that commitment is the behavior of employees who are interested in the goals and values of the organization which is shown by people's acceptance of the values and goals of the organization and having a willingness to relate to the organization, a willingness to work hard so that people feel at home and always want to stay in the organization. This is to achieve the goal. It was found that the comparison between this research and previous research was in the composition of variables and the research period.

METHODS
The type of research taken to study this is Quantitative Research. Paramita (2021) Quantitative research is theory testing through measuring research variables and numbers that carry out information analysis using statistical procedures. The analysis technique used in this research is a multiple linear analysis technique. This technique is used to analyze the independent variable (X) which consists of the variables teacher professionalism, work motivation, and teacher commitment to the variable (Y), namely teacher performance, thus the hypothesis that reports whether there is a partial effect between the independent variable (X) is professionalism, (X1), work motivation (X2), teacher commitment (X3) towards the dependent variable (Y) is teacher performance.

RESULTS AND DISCUSSION
Results Instrument Testing
Based on the results of the validity test, there are 6 statement items for the Professionalism variable, 4 for the Work Motivation variable, 5 for the Commitment variable and 5 for the Performance variable. With the magnitude of the correlation coefficient for all statement items. From the results of the correlation coefficient calculation, all of them have a calculated r that is greater than the minimum r (0.3). The results of reliability testing can be known from the magnitude of the Cronbach Alpha correlation coefficient of all variables. The Professionalism variable (X1) is reliable at 0.818, the Work Motivation variable (X2) is reliable at 0.719, and the promotion variable (X3) is reliable at 0.744. This questionnaire is quite reliable because it can be concluded that these three variables have a high level of reliability.
Classic Assumption test results
The curved description displays the shape of the PP Plot around the regression line. Shows that information spreads around the diagonal line and follows the direction of the diagonal line. Thus, if the regression model has a fair distribution or meets the conditions for assuming normality of response. These two graphs have confirmed that the regression model is suitable for use because it meets normality. Based on the results of the multicollinearity test, it shows that all the variables used have a VIF value < 10 and a tolerance value close to 0.1. So it can be concluded that all independent variables in this research are free from indications of multicollinearity. Based on the results of the heteroscedasticity test, it shows a spread if there is no clear pattern from these points. This shows that this regression model is free from indications of heteroscedasticity.

Results Analysis Regression Linear Multiple
Table 1 coefficients

<table>
<thead>
<tr>
<th>Variable Type</th>
<th>Coefficient Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>5.523</td>
</tr>
<tr>
<td>Professionalism</td>
<td>0.215</td>
</tr>
<tr>
<td>Work Motivation</td>
<td>0.476</td>
</tr>
<tr>
<td>Ko commitment</td>
<td>0.125</td>
</tr>
</tbody>
</table>

Source: Data Processing Results, m 2023

Based on the table, the results of the multiple linear regression equation model in the research are as follows:

\[ KK = \alpha + \beta_1 PR + \beta_2 MK + \beta_3 KM \]

\[ KK = 5.523 + 0.215 PR + 0.476 MK + 1.125 KM \]

From the previous regression equation, it can be explained as follows:

1. The Constant Value is Positive of 5.523, showing the value scale performance equals 5.523 if professionalism, work motivation, commitment and teacher performance equal zero.
2. The Professionalism bond coefficient (X1) of 0.125 is positive, showing a unidirectional relationship, reporting that each increase in one (1) Professionalism variable will increase one teacher performance variable by 0.125. On the other hand, every decrease in one (1) Professionalism variable will reduce employee performance by -0.125.
3. The Work Motivation tie coefficient (X2) of 0.476 is positive, showing a unidirectional tie, reporting that every increase in one (1) Work Motivation variable will increase one teacher performance variable by 0.476. On the other hand, every decrease in one (1) Professionalism variable will reduce teacher performance by -0.476.
4. The Commitment bond coefficient (X3) of 1.125 is positive, showing a unidirectional bond, reporting that every increase in one (1) Commitment variable will increase one teacher performance variable by 1.125. Vice versa every decline one (1) variable Professionalism will lower teacher performance was -1.125.

Test t Partial
Table t Test Results (Partial)

<table>
<thead>
<tr>
<th>No</th>
<th>Variable</th>
<th>Q</th>
<th>Sig</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Professionalism</td>
<td>1,811</td>
<td>0.080</td>
<td>No effect</td>
</tr>
<tr>
<td>2</td>
<td>Work motivation</td>
<td>2,831</td>
<td>0.008</td>
<td>Influential</td>
</tr>
</tbody>
</table>
Based on Table 4.13, it can be concluded that:

1. The significance value for the Professionalism variable (X1) is 0.080 > 0.05 (significance limit) on employee performance (Y) and \( t_{\text{count}} (1.811) < t_{\text{table}} (2.042) \) which means \( H_1 \) is rejected. So, it can be concluded that the variable \( \text{Professionalism} \) (X1) does not have a significant effect on teachers' performance.

2. The significance value of Motivation (X2) for the variable is 0.008 < 0.05 (significance limit) on employee performance (Y) and \( t_{\text{count}} (2.831) > t_{\text{table}} (2.042) \) which means \( H_1 \) is accepted. So, it can be concluded that the Work Motivation variable (X2) has a significant effect on teacher performance.

3. The significance value for the Commitment variable (X3) is 0.155 > 0.05 (significance limit) on employee performance (Y) and \( t_{\text{count}} (1.458) < t_{\text{table}} (2.042) \) which means \( H_1 \) is rejected. So, it can be concluded that the Commitment variable (X3) does not have a significant effect on teacher performance.

### DISCUSSION

1. **The Influence of Professionalism on the Performance of PGRI Lumajang Vocational School Teachers.** Professionalism of PGRI Lumajang Vocational School teachers has no effect on performance because one of the factors is that they are not on time in ending and starting learning even though there is a bell system, and even though there are several teaching methods, students more often feel bored and need practice. This causes professionalism to have no effect on teacher performance.

2. **The Influence of Work Motivation on the Performance of PGRI Lumajang Vocational School Teachers.** Work Motivation system at the PGRI Lumajang vocational high school has a significant effect on teacher performance because motivation can also improve teacher performance in achieving school goals.

3. **The Influence of Commitment on the Performance of PGRI Lumajang Vocational School Teachers.**

### CONCLUSION

Concluded that the commitment system at SMK PGRI Lumajang does not have a significant effect on teacher performance. One of the factors is that teachers always maintain their attitudes and attitude in maintaining the good name of the school, but there are still one or two students who definitely cannot maintain their attitude which causes the good name of the school to be tarnished. This is what makes commitment unable to improve teacher performance in achieving school goals.
REFERENCES


