The Effect of Certification Allowances, Transformational Leadership, Work Envieronment and Competence on Teacher Performance

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Abstract. The purpose of this study was to determine how factors such as certification allowances, transformational leadership, work environment and competence affect the performance of teachers at SMA Negeri 1 Mojotengah. This study involved 44 civil servant teachers from SMA Negeri 1 Mojotengah as the sample, which was selected through purposive sampling. Questionnaires were used to collect data, which were distributed via google form to save time. This study uses Multiple Regression Analysis Techniques in hypothesis testing. The certification allowance is the right of teachers and lecturers who have teaching certificates to improve their welfare and professional quality. Transformational leadership is defined as a leader who gives more attention to his or her followers by facilitating the understanding and goals and targets of the group. The work environment is everything related to the physical and psychological aspects that can directly or indirectly affect employees and their work in the workplace. Competence is the teacher's ability to organize learning, instruction, implementation of student learning evaluation results and improvement of their abilities. With the certification allowance, transformational leadership, work environment, and good competence, it can improve teacher performance at SMA Negeri 1 Mojotengah.

Keywords. certification allowance, transformational leadership, work environment, competence, teacher performance

1 Introduction

Education of nation of the management efforts ini shaping the nation's personality patterns whose urgemsy continues to be considered by the government, the importance of quality education is expected to lead to the growth and development of quality human resources as well. continue to pay attention to how important high-quality education is to shape the personality patterns of the next generation. In addition, according to data from the 2018 Program for International Assessment of Students (PISA) published by the Organization for Economic Cooperation and Development (OECD), education is expected to encourage the growth of quality Human Resources (HR). The 2018 PISA results show that Indonesian students are still below average in terms of literacy, numeracy, and science skills, mainly due to the learning crisis characterized by a decline in learning during the COVID-19 pandemic. The education system must recover from the learning crisis. All responsible parties such as local governments and communities must support it. It is necessary to take various measures to improve the ability and capacity of principals and teachers, change the evaluation system,

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and share more infrastructure and resources. dedicated, committed to their work and professional achievers [1].

Based on information obtained from SMA Negei 1 Mojotengah, it is known that in the 2021-2023 period teacher performance is said to be not optimal. The urgency in this study is to see how much influence the certification allowance, transformational leadership style, work environment and teacher competence have on teacher performance at SMA Negeri 1 Mojotengah. In previous research, teacher performance has been shown to be related to certification allowances, transformational leadership style, work environment and teacher competence. By knowing the factors that influence teacher performance, SMA Negeri 1 Mojotengah is expected to improve the performance of their teachers to meet the quality of education in the future. Based on the background that has been described, the researcher is interested in conducting research with the problems that exist at SMA Negeri 1 Mojotengah entitled "The Effect of Certification Allowance, Transformational Leadership, Work Environment, and Competence on Teacher Performance at SMA Negeri 1 Mojotengah".

2 Literature Review

2.1 Employee Performance

Performance is the process of utilizing available resources to achieve a result [2]. Performance is defined as the process of assessing and evaluating the performance of an employee in a company or organization [3] . Performance is an action or work carried out to achieve a predetermined motivation. Performance is the result or component of success in their work according to specific criteria both in terms of volume and the amount of time required to complete their duties and responsibilities. The term performance comes from the translation of performance which is defined as the result or effect of a person's overall success within a certain period of time[4]. Teacher performance based on their performance or work as educators determines the quality of student learning outcomes because educators have the most direct relationship with students during the learning process [5]. The indicators that can measure performance according to [6] are:

1. Quality of work, namely the accuracy, completeness and neatness of the work done by employees.
2. Work quantity is the accuracy, completeness and neatness of the work done by employees.
3. Responsibility, namely the availability of employees to take ownership of their work and take responsibility for their actions.
4. Cooperation is the ability of employees to work effectively with others to achieve common goals.
5. Initiative is the employee's ability to identify problems and take action to solve them without being told directly.

2.2 Certification Allowance

Allowances are additional benefits provided to each employee. Allowances are also a form of additional compensation that is generated to achieve certain. To motivate workers to devote their entire lives to organizations that have goals that can be achieved in the long term. Certification allowances are teachers and lecturers who have an education certificate to receive an allowance as a reward for their work. The certification allowance is the right of teachers and lecturers who have an educator certificate to improve the welfare, dignity and quality of their profession. This allowance is given as a form of appreciation for the professionalism of teachers and lecturers in fulfilling their duties [7].

The indicators that can measure certification allowances. According to [8], namely:

1. Having qualifications, namely teachers already have a diploma with a minimum of S1 or have SPG or SBG, have a Number for Educators and Education Personnel (NUPTK) and meet the requirements set by the Ministry of Education, Culture and Research.
2. Carrying out teaching duties, namely having teaching time with a minimum of 24 lessons per week in an official education unit and having teaching hours recorded in the Teacher Attendance List (DHG).
3. Participate in Continuing Professional Development (CPD), which means that teachers must attend a minimum of 24 hours of mandatory training per year and actively participate in CPD activities.
4. Good performance: teachers must have a good Teacher Performance Assessment (PKG), show achievements in the field of education and have a high commitment in carrying out teaching duties.

2.3 Transformational Leadership

Leadership is essential for every organization. Strong leaders have the ability to help organizations run smoothly, achieve targets and success [9]. Transformational leadership is defined as a leader who pays greater attention to his followers by facilitating understanding and group goals and targets [10]. Transformational leadership prioritizes vision formation, cultural transformation and organizational transformation. The model includes four main dimensions, influence that is considered ideal, motivation that provides inspiration, intellectual stimulation, and individual consideration [11].

The indicators that can measure transformational leadership. According to [12], namely:
1. Ideal influence, namely the leader becomes a role model and source of inspiration for his followers.
2. Inspirational motivation, namely the leader is able to generate enthusiasm and optimism in his followers.
3. Intellectual stimulus, where leaders encourage followers to think critically, creatively and innovatively.
4. Individualized consideration i.e. the leader shows concern and care for the needs and welfare of his followers.

2.4 Work Enironment

The work environment is all the tools and facilities used by employees to do their jobs [13]. The work environment is a place where employees are active in carrying out their duties. The work environment is all things related to workers that can affect the way they perform the tasks assigned to them. The work environment is where employees do their daily work and a safe work environment will help employees work better [14]. The work environment is everything related to the physical and psychological aspects that can directly or indirectly affect a worker and his work at work [15].

The indicators that can measure the work environment according to [16] are:
1. The work atmosphere is the condition around the place where the work is done which can affect the implementation of the work itself.
2. Relationships between coworkers, namely relationships that exist between individuals in harmony without mutual intrigue with each other.
3. The relationship between subordinates and leaders, namely the relationship that exists between superiors and subordinates in a good and harmonious manner.

4. The availability of work facilities, namely the equipment used to support the smooth running of work completely or accordingly.

2.5 Teacher Competencies

Competence is an important part of a teacher's job. Teacher competence is a combination of personal, academic, social technological and religious expertise [17]. Competence is the teacher's ability to organize learning, the framework of instruction and implementation of the results of evaluating student learning and improving their abilities. It is a combination of components that work well together, including knowledge, skills, values, principles and beliefs that are remembered in the way a person thinks and acts so that it is closely related to personal quality. Teacher skills include knowledge, attitudes and professional skills both personally and socially as well as academically. A professional teacher must have the ability to supervise, design, and develop the process of evaluation, diagnosis and analysis of learning [18].

The indicators that can measure teacher competence according to [19] are:
1. Learning management, which is related to the teacher's ability to sequence systematic learning objectives.
2. Scientific mastery, namely the teacher's knowledge in adjusting subject matter to core competencies and basic competencies.
3. Attitude or personality, which is a reflection of the teacher with a good personality.
4. Social interaction, namely interactions between teachers and students while at school and outside school.

2.6 Framework of Thought

This study consists of two variables, namely: independent variables which include certification allowances, transformational leadership, work environment and competence, and the dependent variable is performance. Factors that are thought to be the cause of performance in this study include certification allowances, transformational leadership, work environment and competence.
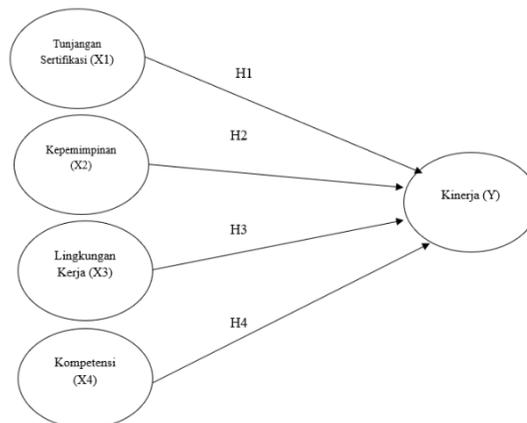

Fig.1. Research Outline

2.7 Research Hypoteses

1. H1: Certification allowances have a positive and significant effect on performance.
2. H2: Transformational leadership has a positive and significant effect on performance.
3. H3: Work Environment has a positive and significant effect on performance.
4. H4: Competence has a positive and significant effect on performance.

3 Research Methods

The population used in this study amounted to 51 teachers. This study uses the Non Probability Sampling category with Purposive Sampling technique. The number of respondents used in the study were 44 respondents with civil servant status. The analytical tool used in this study uses IBM SPSS statistical software version 25. The Likret scale used in the questionnaire for each item ranges from 1 (representing "strongly disagree") to 5 (representing "strongly agree"). To measure performance variables used 5 indicators, Transformational Leadership used 4 indicators, Work Environment used 4 indicators, Competence used 4 indicators. Data Analysis Techniques using Multiple Regression Analysis.

4 Result and Discussion

This research data was obtained by distributing questionnaires to teachers of SMA Negeri 1 Mojotengah Wonosobo Regency. In this study, the sampling technique used was non-probability sampling with purposive sampling technique which amounted to 44 samples. The data was collected by respondents filling out a questionnaire via google form.

The distribution of questionnaires in this study was given to 44 respondents. Of the questionnaires filled in by the respondents, all were returned and filled in completely by the respondents. There were no questionnaires that were canceled, so there were 44 questionnaires processed.

4.1 Validity Test

Table 1. Validity Test Results

Variabel	Kisaran Korelasi	Signifikansi	Keterangan
Tunjangan Sertifikasi	0,638**- 0,854**	0,000	Valid
Kepemimpinan Transformasional	0,754**- 0,843**	0,000	Valid
Lingkungan Kerja	0,681**- 0,800**	0,000	Valid
Kompetensi	0,687**- 0,779**	0,000	Valid
Kinerja	0,853**- 0,905**	0,000	Valid

The Sertication Allowance, Transformational Leadership, Work Environment, Competence and Performance Variables are significant at the 0.000 level. This shows that the questions about performance that measure performance variables can be declared valid.

4.2 Reliability Test

Table 2. Reliability Test Results

Variabel	*Cronbach's Alpha*	Batas *Alpha*	Keterangan
Tunjangan Sertifikasi	0,734	0,07	Reliabel
Kepemimpinan Transformasional	0,823	0,07	Reliabel
Lingkungan Kerja	0,766	0,07	Reliabel
Kompetensi	0,714	0,07	Reliabel
Kinerja	0,942	0,07	Reliabel

Based on table 2, the reliability test results show that the Cronbach's Alpha value of all variables is above 0.70, so it can be concluded that the indicators used by the Certification

Allowance, Transformational Leadership, Work Environment, Performance Competency variables can be trusted or reliable to be used as variable measuring instruments.

4.3 Multicollinearity Test

Table 3. Multicollinearity Test Results

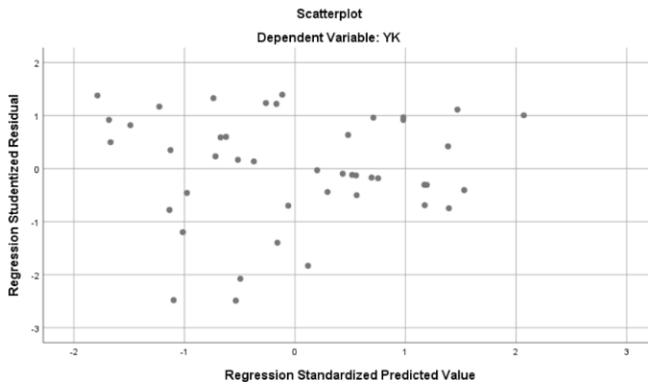| Variabel Independen	Collinearity Statistics		Kesimpulan
	Tolerance	VIF	
Tunjangan sertifikasi	.691	1.446	Tidak ada multikolinearitas
Kepemimpinan Transformasional	.185	5.418	Tidak ada multikolinearitas
Lingkungan Kerja	.396	2.523	Tidak ada multikolinearitas
Kompetensi	.144	6.955	Tidak ada multikolinearitas

4.4 Heteroscedasticity Test

Figure 2. Heteroscedasticity Test Results

The Scatterplot graph in Figure 2 shows that the points spread at the value of 0 horizontal axis (regression tandardized) and spread randomly and do not form a specific pattern. From the results of the Scatterplot graph analysis, it can be concluded that the regression model does not occur symptoms of heteroscedasticity.

4.5 Normality Test

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			44
Normal Parameters[a,b]	Mean		.0000000
	Std. Deviation		1.51001330
Most Extreme Differences	Absolute		.104
	Positive		.104
	Negative		-.097
Test Statistic			.104
Asymp. Sig. (2-tailed)			.200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Figure 3. Normality Test Result

Based on the figure above, it can be concluded that the data processed is normally distributed data because the significance value is 0.200 above the $\alpha = 0.05$ limit.

4.6 Multiple Linear Regression

Based on the results of data analysis using a computer program, the output results are summarized as follows:

	Coefficients^a					
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	T	Sig.
1	(Constant)	10,446	3,649		1,863	,007
	TTOTAL	,237	,171	,257	1,787	,003
	KTTOTAL	,265	,372	,255	1,711	,001
	LKTOTAL	,134	,281	,117	1,876	,007
	KTOTAL	,249	,541	,187	1,860	,008
a. Dependent Variable: YK						

Figure 4. Multiple Linear Regression Test Result

Based on the results of the calculation, the results of the multiple linear regression equation are as follows:

$$Y = -0.644 + 0.113X1 + 0.614X2 + 0.251X3 + e \qquad (1)$$

4.7 Partial Hypothesis Testing (t test)
1. The Effect of the Effect of the Certification Allowance Variable (X1) on Teacher Performance (Y)

The research results of the certification allowance variable have a significant value of 0.003 <0.05, while tcount = $1.787 > t_{table} = 1.683$. So $t_{count} > t_{table}$. This shows that Ho is rejected. Which means that there is a positive influence between the certification allowance variable (X1) on the teacher performance variable (Y). The results of the respondents' assessment show that the certification allowance has a positive and significant effect on teacher performance at SMA N 1 Mojotengah in this case it is evidenced by teachers who have been certified to be more focused on their teaching duties and more competent in teaching and are more likely to show changes in work patterns and improvements in self quality.

2. The Effect of Transformational Leadership (X2) on Teacher Performance (Y)

The results of research on transformational leadership variables have a significant value of 0.001 <0.05, while $t_{count} = 1.711 > t_{table} = 1.683$. So $t_{count} > t_{table}$. This shows that Ho is rejected. Which means that there is a positive influence between the transformational leadership variable (X2) on the Teacher Performance variable (Y). This shows that transformational leadership is an element that affects teacher performance.

3. The Effect of Work Environment (X3) on Teacher Performance (Y)

The results of research on work environment variables have a significant value of 0.007 <0.05, while tcount = $1.876 > t_{table} = 1.683$. So $t_{count} > t_{table}$. This shows that Ho is rejected.

Which means that there is a positive influence between the work environment variable (X3) on the Teacher Performance variable (Y). A conducive work environment greatly affects the morale of the teacher in carrying out the assigned tasks. If the work environment is good, the teacher will be more eager to work.

4. The Effect of Competence (X4) on Teacher Performance (Y)

The results of the Competency variable research have a significant value of 0.008 <0.05, while tcount = 1.860> t_{table} = 1.683. So t_{count}> t_{table}. This shows that Ho is rejected. Which means that there is a positive influence between the Competency variable (X4) on the Teacher Performance variable (Y). Competencies that must be mastered by teachers are pedagogical competence, professional competence and social competence.

Testing R2 (Coefficient of Determination)

The Adjusted R Square value is 0.822 or 82.2%, meaning that this can show that teacher performance is influenced by the certification allowance variable, transformational leadership, work environment and by 82.2%. While the remaining 0.178 or 17.8% is caused by other factors not examined in this study.

5 Conclusion and Implication

The results of statistical testing on certification benefits, transformational leadership, work environment and competence on performance in teachers of SMA Negeri 1 Mojotengah can be concluded as follows:

1. The research results of the certification allowance variable have a significant value of 0.003 <0.05, while t_{count} = 1.787> t_{table} = 1.683. So t_{count}> ttable. This shows that Ho is rejected. Which means that there is a positive influence between the certification allowance variable (X1) on the teacher performance variable (Y), so in this study the first hypothesis is accepted.
2. The results of research on transformational leadership variables have a significant value of 0.001 <0.05, while tcount = 1.711> t_{table} = 1.683. So t_{count}> t_{table} This shows that Ho is rejected. . Which means that there is a positive influence between the transformational leadership variable (X2) on the teacher performance variable (Y), so in this study the second hypothesis is accepted.
3. The results of research on work environment variables have a significant value of 0.007 <0.05, while t_{count} = 1.876> t_{table} = 1.683. So t_{count}> t_{table}. This shows that Ho is rejected. Which means that there is a positive influence between the work environment variable (X3) on the performance variable (Y), so in this study the third hypothesis is accepted.
4. The results of the competency variable research have a significant value of 0.008 <0.05, while t_{count} = 1.860> t_{table} = 1.683. So t_{count}> t_{table}. This shows that Ho is rejected. Which means that there is a positive influence between the competency variable (X4) on the performance variable (Y), so in this study the fourth hypothesis is accepted.

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