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The influence of leadership style and job satisfaction on the work discipline of elementary school teachers in gunung batu

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ABSTRACT

Based on the background, the researcher can identify the problems in Elementary School of Gunung Batu. There are some problem that researcher find. Such as, 1) teacher discipline in teaching is still lacking, 2) headmaster is less concerned with the needs of teachers at work, 3) lack of learning facilities including teacher handbooks, 4) teachers take care of proposals for ranks themselves, not coordinated by the school, and 5) there is no reward for teachers whose subjects excel. The hypothesis in this study is that there is an influence of leadership style on the work discipline of Gunung Batu Elementary School teachers. There is an effect of job satisfaction on the work discipline of Gunung Batu Elementary School teachers. There is an influence of leadership style and job satisfaction together on the work discipline of Gunung Batu Elementary School teachers. The data collection is done by observation, interviews and questionnaires. Analysis is conducted correlation analysis t test and F test results of the questionnaire and the data analysis showed that there is leadership style influence on teachers' work Discipline Elementary School 2 Rock amounted to 84.5% with a value of $t = 17.489$. with sig 0.000. There is an effect of Job Satisfaction on the work discipline of teachers at Gunung Batu 2 Elementary School at 79.7% with a value of $t = 14.818$. with sig 0.000. There is an effect of Leadership Style and Job Satisfaction together on the work discipline of teachers of SD Negeri 2 Gunung Batu by 86.3% with a value of $F = 173.909$. with sig 0.000. From a joint comparison, the influence of the leadership style variable is more dominant than job satisfaction, namely 5.183 versus 2.709, so the leadership style variable has a smaller significance, namely 0.000.



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Introduction

The role of the teacher greatly determines the success of education in producing quality graduates. This is consistent with the educational goals to prepare students to be members of the public who have academic and professional capability to implement, develop and or enrich the science or art. Such demands have also been confirmed in Government Regulation Number 19 of 2005 concerning National Education Standards in articles 45 and 46.

The quality of educational institutions is strongly influenced by inputs to the education system, including students, teachers, and supporting facilities for the teaching and learning process. These three factors are interrelated and influence each other in creating a successful teaching and learning process. Teacher

performance will be good if the teacher has implemented elements consisting of high loyalty and commitment to teaching assignments, mastering and developing learning materials, teaching discipline and other tasks, creativity in teaching, collaboration with all school members, leadership that becomes student role models, as well as responsibility for their assignments. As with the problems that occurred in Gunung Batu Elementary School, there are still teachers who do not pay attention to work discipline. This will affect the performance of a teacher in carrying out their daily tasks.

In essence, work discipline is to raise awareness for teachers to carry out assigned tasks, where the formation does not arise automatically but must be formed through formal and non-formal education. Thus, the higher the work discipline of a teacher, it will affect the performance activities of the institution itself. It can be concluded that work discipline is an orderly situation in which a person or group of members of the organization wishes to comply with and carry out existing regulations, both written and unwritten.

In addition to work discipline, another very important factor in influencing teacher performance is the leadership style adopted by the leader, in this case, the principal. Leadership is something that should be owned by every organizational leader. The effectiveness of a leader is determined by his expertise in influencing and directing his members. A leader's efforts to influence others to follow what is ordered will depend on the leadership style used. [1] Leadership is a process of influencing other people to want or not to do something they want. Even though all leaders have the same basic goal, they are still different individuals. Therefore, the way they lead is also different, this is what we know as Leadership.

In facing this challenge, the Gunung Batu Elementary School has improved the existing management system in the Gunung Batu Elementary School, especially to improve the performance of teachers in carrying out their duties so that they can produce high work performance. Because of government institutions, teachers certainly have a heavy burden considering that until now the performance achieved by the Gunung Batu Elementary School teachers has not shown satisfactory results compared to other government agencies, for example the teachers' lack of discipline in work and they seem to be working just to carry out their work. They just have to work as a civil servant teacher, so they can't help but have to work every day.

In addition to the problems above, the Gunung Batu State Elementary School also experienced problems with the teachers, because the work discipline of the Gunung Batu State Elementary School teachers now has not shown maximum results with there are still teachers who often don't come late. A teacher at work must be on time and can make the best use of his time, as well as attendance in participating in institutional activities. Apart from that, the readiness to work of the teachers seems not to have been properly prepared, there are still teachers who work just as is.

Just like the implementation of tasks in the institution, often the tasks assigned by the leadership are not carried out properly or are not completed at all. Therefore, the Gunung Batu Elementary School continues to strive so that teachers who often don't come or come late can be reduced. The readiness of teachers in carrying out their duties at the institution is very important because after all a teacher certainly becomes the foundation of the institution so that they can complete their assignments according to expectations, if the teacher carries out modest tasks then of course it will result in unsatisfactory achievements shown on the completion of the assignments given to him. and this is really detrimental to the Gunung Batu Elementary School. Teachers are the main key in improving the quality and quality of work of an institution so that to achieve this, of course, must be supported by professional teachers in carrying out their duties and can be relied on.

Another problem related to the work discipline of the Gunung Batu Elementary School teachers was the frequent change of leadership every period so that this often causes problems from the teachers regarding the leadership patterns or styles of each existing leader. There are teachers who have high work discipline, for example, arriving on time to comply with every institution's policies because they are not in accordance with the new leadership, they become undisciplined in working or working as they are. There are also teachers who have not been disciplined in carrying out their duties because of their good leadership style, so they have become disciplined at work.

This kind of situation is often experienced by the Gunung Batu Elementary School every time there is a change of leadership. Changes in leadership often cause problems because other leaders have different characteristics and character, there are leaders who have authority towards the teachers and some are authoritarian so that the coercion of the will of the leadership will occur in the work environment of the teachers, this often creates conflicts within the institution which in the end can be detrimental to the institution because many teachers do not work in accordance with the regulations applicable to the institution.

In addition to that, other things that may result in the level of work discipline of the Gunung Batu Elementary School teachers are the low level of job satisfaction they receive from the institution, for example

the lack of appreciation from the institution for their work performance, lack of cooperation between teachers in their work, facilities and infrastructure incomplete or an uncomfortable work environment so that teachers feel lazy to linger at the office or even not come to work.

Job satisfaction is a feeling obtained by teachers or the work he has done, maybe because the teacher is not satisfied with the results of the work he does in the institution because there is no attention from the institution for his work and performance at work, so he will become lazy carry out their duties and do not obey the existing regulations in the institution.

From this description, the authors are interested in seeing how far the relationship between leadership style and job satisfaction obtained by teachers in working at Gunung Batu Elementary School with teacher work discipline in carrying out their duties, as well as how the current teacher work discipline with leadership styles and job satisfaction they can. So that the author wants to do a research with title "Pengaruh Gaya Kepemimpinan dan Kepuasan Kerjaterhadap Disiplin Kerja Guru Sekolah Dasar Negeri Gunung Batu"

Literature Review

Work di Simamora Discipline

[2] Work discipline is an attitude, behavior and actions in accordance with the rules of the company, both written and unwritten". Work discipline is obedience to an institution or organization along with all the provisions without using feelings, only on the basis of conviction and awareness that without such obedience what constitutes the provisions of the organization's objectives are not achieved [3].

From the descriptions and opinions of the experts above, the researcher can synthesize that employee work discipline is mental attitude, ability, responsibility, obedience to established regulations. Meanwhile, the indicators of work discipline variables are: Attention to institutions, trust, honesty of regulations, attitudes towards norms, attitudes towards leaders, self-awareness, willingness to sacrifice, understanding tasks, speed.

Leadership Style

[4] A leader is a person who has skills and strengths, especially the skills and strengths of a field, so that he is able to influence others to jointly carry out certain activities for the achievement of one or more goals. So, a leader is someone who has one or more advantages as a predisposition (talent that is under birth) and is a necessity of a situation, so that he has the power and authority to direct and guide subordinates.

[5] leadership is a topic that is always interesting to discuss and will never end. The issue of leadership will always live and try to be traced from generation to generation, so that more contemporary and precise words can be found so that they can be applied to all ages. Leadership is a complex phenomenon and is a symptom of universal humanity [6].

Meanwhile, [7] Leadership is the ability to inspire someone to create a total and voluntary commitment to the achievement of organizational goals. This definition contains a concept that can be applied in the work order of an organization on how to inspire others, in this case, soldiers. Good leaders are good communicators, they are skilled and patient listeners and are able to communicate ideas clearly, concisely, and cultivate relationships with other employees. Good leaders have influence over their employees and use them in positive ways.

Job satisfaction

According to the theory of Veithzal and Ella, (2013: 20) that the fulfillment of needs including the lowest level does not lead humans to a feeling of satisfaction and leads to a neutral work attitude. This is due to the need for support from other people or from the community. The expression of pleasant or unpleasant emotional conditions is a picture of employee job satisfaction. [8] Job satisfaction is considered as a person's attitude towards the job itself. This theory states that every individual has different needs, including self-actualization needs, motivators, achievements, affiliations and power.

Based on the description of the theoretical theory above, it can be concluded that job satisfaction is a positive or happy feeling from someone towards their work which is oriented towards the results of their work so far. The indicators of job satisfaction above are: the nature of the job itself, the work environment, pay and rewards, and the work achieved.

Method

The research was conducted at Gunung Batu Elementary School because this School was actively implementing teacher leadership style improvements in an effort to improve teacher work discipline. In this study the authors used quantitative data, namely research that is required to use numbers, starting from data collection, interpretation of the data, and the appearance of the results. Quantitative research is a type of research whose specifications are systematic, planned, and clearly structured from the start to the making of the research design.

The population that becomes the object is all teachers of Gunung Batu Elementary School, totaling 58 teachers. The population in this study was less than 100 people, so in this study the researcher took a sample of 59% of the total population, namely 58 people using the proportional random sampling technique, so that in this study the sample was 58 people while for the trial 20 people were taken from Elementary School1 and Elementary School2 of suka Negeri. Data collection techniques are the most important step in research, because the main purpose of research is to get data. Without knowing the data collection technique, the researcher will not get data that meets the established data standards [9].

Results and Discussions

Hypothesis testing is done by using correlation techniques, while the correlation techniques used are statistical analysis of correlation and determination, regression coefficient (t test) and association correlation coefficient (F test), which were carried out using SPSS version 21.

Hypothesis Testing of Leadership Style (X1) on Work Discipline (Y)

Table 1 <X1 Against Y>

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	-8.386	4.135		.047
	Gaya Kepemimpinan	.910	.052	.919	.000

a. Dependent Variable: Disiplin kerja

From the table above, the t value is 17,489 with a sig level of 0,000. Because the sig value is less than 0.05, the hypothesis which says there is an influence of leadership style on teacher work discipline at elementary school 2 Gunung Batu is accepted. This means that the leadership style affects the discipline of teacher work at elementary school2 Gunung Batu.

Hypothesis Testing of Job Satisfaction (X2) on Work Discipline (Y).

Table 2 <X2 Against Y>

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	-7.762	4.837		.114
	Kepuasan kerja	.912	.062	.893	.000

a. Dependent Variable: Disiplin kerja

From the table above, the t value is 14.818 with a sig 0.000. Because the sig value is less than 0.05, the hypothesis that says there is an effect of job satisfaction on teacher work discipline at elementary school2 Gunung Batu is accepted. This means that Job Satisfaction has an effect on the work discipline of teachers at elementary school2 Gunung Batu.

Hypothesis Testing of Leadership Style (X1) and Job Satisfaction (X2) on Work Discipline (Y)

Table 3 <X1 and X2 Against Y>

ANOVA ^a					
Model		Sum of Squares	df	Mean Square	Sig.
1	Regression	2342.661	2	1171.330	.000 ^b
	Residual	370.443	55	6.735	
	Total	2713.103	57		

a. Dependent Variable: Disiplin kerja

b. Predictors: (Constant), Kepuasan kerja, Gaya Kepemimpinan

From the table above, the F value is 173,909 with a sig 0,000. Because the sig value is less than 0.05, the hypothesis which says there is an influence of leadership style and job satisfaction on work discipline of elementary school 2 Gunung Batu teachers is accepted.

Conclusions

Based on the results of research and discussion that has been done before, both through descriptive statistical analysis and inferential statistical analysis, and the findings in this study can be concluded as follows: % with a value of $t = 17,489$. with sig 0.000, there is an effect of job satisfaction on the discipline of work of teachers at Gunung Batu 2 Elementary School at 79.7% with a value of $t = 14,818$. with sig 0.000, there is an effect of Leadership Style and Job Satisfaction together on the work discipline of teachers at SD Negeri 2 Gunung Batu by 86.3% with a value of $F = 173,909$. with sig 0.000. From a joint comparison, the influence of the leadership style variable is more dominant than job satisfaction, namely 5.183 versus 2.709, so the leadership style variable has a smaller significance, namely 0.000.

For researchers to follow up further on the results of this study by developing independent variable variables that can improve the work discipline of teachers at SD Negeri 2 Gunung Batu. This needs to be done because there are still other factors that have an influence on teacher work discipline apart from Leadership Style and Job Satisfaction. only 86.3% of the work discipline of the teacher is determined by the style of leadership and job satisfaction, meaning that 13.7% is determined by factors outside the leadership style and job satisfaction such as compensation, job satisfaction and so on.

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