

Fueling Productivity: Exploring the Impact of Work Motivation, Work Environment, Work Commitment, and Competence on Teaching Staff's Performance

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Submitted: 15th Jan 2023 | **Edited:** 22st May 2023 | **Issued:** 01st June 2023

Cited on: Surahman, A. (2023). Fueling Productivity: Exploring the Impact of Work Motivation, Work Environment, Work Commitment, and Competence on Teaching Staff's Performance. *PRODUKTIF: Jurnal Kepegawaian dan Organisasi*, 2(1), 93-103.

ABSTRACT

Many educational institutions realize that the success or failure of an educational institution by increasing the productivity and efficiency of the institution does not only depend on supporting equipment, adequate infrastructure. This study aims to determine the influence of work motivation, work environment, work commitment and competence on employee productivity, sampling method with saturated sample method. In this study the population amounted to 146 people, and the sample was randomly selected, the sample in this study was 107 people. The results of the Competency variable have a calculation of $2.694 < t_{table} 1.984$, where the significance value is $0.389 > 0.008$, so it can be concluded that simultaneously the Adjusted R Square value of Work Motivation, Work Environment, Work Commitment and Competency together affects 36.9% on the Employee Productivity variable, while the remaining 63.1% is influenced by other variables, which are not contained in this study.

Keywords: Work Motivation, Work Environment, Work Commitment, Competence, Employee Productivity

INTRODUCTION

Every organization or institution in carrying out their business activities, especially in the current era of globalization requires reliable employees (inputs) who are able to advance or develop the educational process optimally in the hope that it will produce maximum results (output) for the educational institution. The supporting factors include facilities and infrastructure or facilities that can support teaching and learning activities, places, Natural Resources (SDA), capital, technology, actual information, and Human Resources (HR). Human resources or teaching staff are one of the factors needed in addition to place, capital, technology and entrepreneurship to produce a competent employee output.

Many educational institutions realize that the success or failure of an educational institution by increasing the productivity and efficiency of the institution does not only

depend on supporting equipment, adequate infrastructure, but depends on the people who carry out, namely the human element who is directly involved in the world of education and uses existing facilities (Pujianto, et, al., 2020). For this reason, efforts to improve the quality of human resources are an important factor in determining the success of a quality educational institution. Efforts to improve the quality of human resources can be done through training, development and research. So if a company invests by providing training, development and research to employees, the educational institution will actually benefit from increasing the knowledge, expertise and experience of employees which ultimately forms human capital.

Management's attention to human resource development must be developed because such development is an integral part of the strategy and competitiveness of an educational institution (Emi, et, al., 2022). Human resource development is the most important investment that must be carried out by educational institutions.

The phenomenon that occurs is where new employees need training before they can carry out the duties that are their obligations. As for old employees, they need training and development because of the demands of their current duties, or to prepare themselves if given additional duties in other positions, be it school leaders or vice leaders. So by building work motivation, developing a good work environment, commitment and Increasing competition in these employees encourages being able to provide better performance. Motivation as a force that arises from within or outside oneself and awakens enthusiasm and perseverance to achieve something desired. (Putri & Azahra, 2023) states that if employees have a strong push from within themselves or encouragement from outside themselves, employees will be encouraged to do something well. Work motivation is a good encouragement in doing a job quickly that can make someone more excited as long as it is done carefully. Yayasan Islamiyah Ciputat in increasing the motivation of its employees is taken in a way that is not easy with a concept, acumen, analysis, and continuous cooperation so that it goes through a process that is considered quite good.

The phenomenon of lack of work motivation that occurs at Yayasan Islamiyah Ciputat can be seen from employees who feel bored with a job and prefer to give assignments to students, watch movies, and chat during working hours for staff and

employees. This is expected to affect motivation at work, including work attachment, compensation obtained by employees, and career development opportunities.

The work environment is a good encouragement in doing a job quickly which can make someone more excited as long as it is done carefully (Rina & Games, 2022). Yayasan Islamiyah Ciputat in improving a comfortable work environment, in a way that is not easy with a concept, acumen, analysis, and continuous cooperation so that it goes through a process that is considered quite good. The phenomenon of lack of attention in forming a comfortable work environment that occurs at Yayasan Islamiyah Ciputat can be seen from employees who feel bored with laziness in providing services to schools, so that the minds of employees prefer to watch movies, and chat during working hours. This is expected to affect the work environment at work, including work attachment, attention related to sapras contained in the Ciputat Islamiyah foundation and providing opportunities for career development.

Work commitment is a good encouragement in doing a job quickly which can make someone more excited as long as it is done carefully (Norawati, et, al., 2021). Yayasan Islamiyah Ciputat in increasing employee work commitment is taken in a way that is not easy with a concept, sharpness, analysis, and continuous cooperation so that it goes through a process that is considered quite good. The phenomenon of lack of work commitment that occurs at Yayasan Islamiyah Ciputat can be seen from employees who often arrive late when carrying out duties and responsibilities and prefer to watch movies, and chat during working hours. It is feared that it will affect work commitment in carrying out their duties and responsibilities, to increase the spirit of work attachment, the foundation needs to reward employees who have good work commitments and provide fanismen for employees who neglect their duties.

Competence is a good encouragement in doing a job quickly that can make someone more excited as long as it is done carefully. Yayasan Islamiyah Ciputat in improving employee competence is taken in a way that is not easy with a concept, sharpness, analysis, and continuous cooperation so that it goes through a process that is considered quite good. The phenomenon of lack of work competence that occurs at Yayasan Islamiyah Ciputat can be seen from employees who are less competent in providing learning, seen from monotonous learning techniques, or less able to deliver material, and for staff employees, security, cleanliness are more likely to watch movies, and chat during

working hours. This is expected to affect competence in working, including work attachment, providing training or workshops that can be followed by employees to improve employee performance and be given opportunities to develop careers (Asi & Gani, 2021).

Employee productivity is a good encouragement in doing a job quickly that can make someone more excited as long as it is done carefully. Yayasan Islamiyah Ciputat in increasing employee productivity is taken in a way that is not easy with a concept, continuous cooperation so that it goes through a process that is considered quite good. The phenomenon of lack of employee productivity that occurs at Yayasan Islamiyah Ciputat can be seen from employees having education that is not in accordance with their competence, lack of skills, discipline, attitude, work ethics at work and lack of achievement opportunities. This is expected to affect employee productivity at work, including work attachment, fostering and providing opportunities to develop employees, and providing career development opportunities.

THEORETICAL BASIS

Management

Management is a group of people who work together in a structured and coordinated way to achieve a set of goals. According to (Ngalimun, et, al., 2022), management is an effort to move people to be able to carry out activities together in order to achieve predetermined goals".

Based on some of these expert opinions, it can be concluded that management is a group of people who work together in regulating the process of utilizing human resources and other resources effectively and efficiently in order to determine the best way for the organization to use resources to produce goods or services.

Human Resource Management

Human Resources in a company play an important role as a driver of its activities. The role of humans as active, living and visible resources in the activities of a company is very important, therefore, the processing of human resources is a problem that must be faced by companies or organizations in order to move well and smoothly. A manager of a company is required to understand well human resource management. For this reason, it is necessary to know in advance the understanding of human resource management

itself. According to (Yusvenda, et, al., 2023) Human Resource Management is the science and art of managing the relationships and roles of the workforce to effectively and efficiently help realize the goals of the company, employees and society.

According to some of the experts above, it can be concluded that, HR is the science and art of regulating the relationship and role of the workforce as a driver of an organization, both within institutions and companies in the development of a company.

Work Motivation

(Mahfud, 2020) states that work motivation is a stimulant of one's desire and drive of willingness to work because motivation has certain goals to be achieved. Work motivation is a basic human need and as an incentive that is expected to meet the desired basic needs, so that if the need exists it will result in the success of an activity. Employees who have high work motivation will try to get their work done as well as possible. According to (Misrina, et, al., 2022) work motivation is a state of environment that encourages, activates or moves that directs and channels one's behavior, attitudes and actions to achieve goals.

Based on some opinions expressed by experts, it can be concluded that work motivation is a process by which needs drive a person to carry out a series of activities that lead to the achievement of certain goals and objectives of the organization and to meet some needs. The strong and weak work motivation of a workforce also determines the size of achievement.

Work Environment

The work environment is a very important component when employees carry out work activities. By paying attention to a good work environment or creating working conditions that are able to provide motivation to work, it will have an influence on the excitement or enthusiasm of employees at work. A conducive work environment provides a sense of security and allows employees to work optimally (Susana, 2022).

Based on some of the opinions above, it can be concluded that the work environment is a direct work interaction with someone who has a higher position, the same position, or a lower position that can affect him in carrying out the duties charged.

Work Commitment

Organizational commitment becomes a multidimensional variable that affects the psychological development of the organization, especially the relationship with turnover.

Commitment reflects the degree to which individuals identify with the organization and are bound to their goals. Worker commitment is the degree to which workers identify with the organization and want to continue actively participating in it (Razak & Alam, 2023).

From several existing theories, it can be concluded that work commitment is a feeling of psychological and physical attachment or attachment of employees to their work so that employees who have high commitment will work well compared to those who have low commitment.

Competence

According to (Pasaribu & Tufty, 2021) Competence is the ability of individuals to carry out a job correctly and have excellence based on matters concerning knowledge, expertise, and attitudes. (Suhardi, 2019) said employee competence will be realized if KSP employees have good knowledge about their work, a positive attitude towards their work and adequate skills in accordance with the demands of their work.

Based on some of the opinions of the experts above, the conclusion is that competence is the ability of attitudes, knowledge, or expertise possessed by each individual so that what is his goal can be carried out in accordance with what he has or achieved.

Employee Productivity

According to (Kuswibowo, 2021) work productivity is the ability of a person or group of people to produce goods and services within a certain predetermined time or according to plan. The ability here according to researchers can be interpreted as physical ability or can also be called skill ability. In large dictionaries, Indonesian skill is defined as the ability to complete a task. Technically productivity is a comparison between the results achieved (output) with the overall resources needed (input). Productivity contains the notion of comparison between the results achieved and the role of the labor union of time.

Based on the understanding of experts, researchers concluded that productivity is the mental attitude of employees that reflects the ability of employees to do work and the results obtained based on the resources used.

METHOD

This research is included in the type of descriptive research with a quantitative approach. Descriptive quantitative methods are used to explain phenomena that occur regarding research data. While quantitative methods are used to explain the influence of independent variables on variables bound to this study. The type of research design in this study is Survey Research, which is quantitative research based on survey results on an individual or group in the company.

In this study, researchers will conduct research on the Development section with a population of 146 people. Researchers took research samples by random sampling, where samples were randomly selected, the sample in this study was 107 people.

The source of data used in this study is primary data, namely data that directly provides data to data collectors". The primary data in this study is data generated and obtained directly from respondents, by distributing or submitting questionnaires to the research object and filled in directly by respondents using google forms.

RESULT

The Effect of Work Motivation on Employee Productivity

Based on the results of the t test in SPSS version 24.0 the variable Work Motivation on Employee Productivity obtained a calculated value of 3.904 > from the table of 1.984, it can be interpreted that H0 is accepted and H1 is rejected so that it can be partially concluded that Work Motivation has a positive effect on Employee Productivity.

The Effect of the Work Environment on Employee Productivity

Based on the results of the t test in SPSS version 24.0, the Work Environment variable on Employee Productivity obtained a calculated value of 0865 < from the table of 1.984. So it can be interpreted that H0 is rejected and H1 is accepted so that it can be partially concluded that the Work Environment does not have a positive effect on Employee Productivity.

The Effect of Work Commitment on Employee Productivity

Based on the results of the t test in SPSS version 24.0, the variable Work Commitment to Employee Productivity obtained a calculated value of -0203 < from the table of 1.984. So it can be interpreted that H0 is rejected and H1 is accepted so that it

can be partially concluded that Work Commitment does not have a positive effect on Employee Productivity.

The Effect of Competency on Employee Productivity

Based on the results of the t test in SPSS version 24.0, the Competency variable on Employee Productivity obtained a Fcalculate value of 2694 > from the Ftable of 2.69. So it can be interpreted that H0 is accepted and H1 is rejected so that it can be concluded that, Competence has a positive effect on Employee Productivity.

The Effect of Work Motivation, Work Environment, Work Commitment, and Competence on Employee Productivity

From the calculation results, it is known that the value of Fcalculate > Ftable is Fcalculate 16.512 > 2.46 or the value of significance obtained 0.000 < 0.05. Thus, it can be concluded that H0 in this study is rejected and H1 is accepted, which means that Work Motivation, Work Environment, Commitment, and Competence simultaneously affect Employee Productivity.

The linear regression equation is obtained as follows:

$$\hat{Y} = 14,377 + 0,363X1 + 0,095X2 - 0,023X3 + 0,268X4$$

From the equation above, it can be concluded that there is a positive influence direction between Work Motivation (X1) and Competence (X4) on Employee Productivity (Y). In addition, there is also a negative influence between the Work Environment (X2) and Work Commitment (X3) on Employee Productivity (Y).

1. The constant $a = 14.3$ means that, the current value of Employee Productivity (Y) is 14.3 units assuming Work Motivation (X1), Work Environment (X2), Work Commitment (X3), and Competence (X4) are fixed or unchanged.
2. The constant $b_{1x1} = 0.363$ means that, if there is an increase of one unit in the variable Work Motivation (X1), then the value of Employee Productivity (Y) will increase by 0.363 units.
3. The constant $b_{2x2} = 0.095$ means that, if there is an increase of one unit in the Work Environment variable (X2), then the value of Employee Productivity (Y) will increase by 0.095 units.
4. The constant $b_{3x3} = -0.023$ means that, if there is a one-unit decrease in the Work Commitment variable (X3), then the value of Employee Productivity (Y) will decrease by -0.023 units.

5. The constant $b_{4x4} = 0.268$ means that, if there is an increase of one unit in the Competence variable (X_4), then the value of Employee Productivity (Y) will increase by 0.268 units.

Based on an Adjusted R Square value of 0.369. This means that the variables Work Motivation, Work Environment, Work Commitment and Competency together can explain 36.9% of Employee Productivity variables, while the remaining 63.1% are influenced by other variables that are not contained in this study.

Based on the results of the t test, F test, SPSS version 24.0 and the Adjusted R Square table of 0.369. Broadly speaking, it can be concluded that the research has a positive and significant influence on Work Motivation, Work Environment, Work Commitment, and Competence on Employee Productivity at the Ciputat Islamiyah Foundation.

CONCLUSION

The research results show that the value adjusted r square table with a value of 0.369, it can be interpreted that Work Motivation, Work Environment, Work Commitment, and Competence, when considered together, have an overall effect of 36.9% on the variable Employee Productivity. However, it is important to note that the remaining 63.1% of the variance in Employee Productivity is influenced by other variables not included in this study. This means that the combined influence of Work Motivation, Work Environment, Work Commitment, and Competence accounts for approximately 36.9% of the variations observed in Employee Productivity. The remaining 63.1% indicates that there are other factors not accounted for in this study that also play a significant role in determining Employee Productivity.

The interpretation suggests that improving Work Motivation, Work Environment, Work Commitment, and Competence may lead to an increase in Employee Productivity. However, it is essential to recognize that other factors beyond those examined in this research also contribute to the overall performance of employees.

In conclusion, while Work Motivation, Work Environment, Work Commitment, and Competence are important factors that influence Employee Productivity, other variables not considered in this study also play a substantial role in determining overall

productivity levels. Therefore, a comprehensive approach that considers a broader range of factors may be necessary to optimize and enhance Employee Productivity effectively.

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