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THE EFFECT OF INCENTIVES, WORK MOTIVATION, AND JOB SATISFACTION ON TEACHERS PERFORMANCE IN SMA NEGERI 2 KINALI KABUPATEN PASAMAN BARAT

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ABSTRACT: This study aims to see (1) the effect of incentives on the performance of SMA Negeri 2 Kinali, West Pasaman Regency. (2) The effect of work motivation on the performance of SMA Negeri 2 Kinali, West Pasaman Regency. (3) The effect of job satisfaction on the performance of SMA Negeri 2 Kinali, West Pasaman Regency. (4) The effect of incentives, work motivation, and job satisfaction on the performance of SMA Negeri 2 Kinali, West Pasaman Regency. The population in this study all over teachers of SMA Negeri 2 Kinali, West Pasaman Regency, as many as 35 people. And the technique of determining the number of samples taken as respondents with the technique in taking this sample using a total sampling technique. The results of this study indicate that (1) Incentives have a positive influence on teacher performance in SMA Negeri 2 Kinali, Pasaman Regency. (2) Motivation has a positive influence on teacher performance in SMA Negeri 2 Kinali, Pasaman Regency. (3) Job Satisfaction has a positive influence on Teacher Performance in SMA Negeri 2 Kinali, Pasaman Regency. (4) Incentives, Motivation and Job Satisfaction collectively have a positive effect on Teacher Performance in SMA Negeri 2 Kinali, Pasaman Regency.

Keywords : Incentive, Motivation, Job satisfaction.

I. PRELIMINARY

The current development shows that local government agencies are increasingly responsive to changing conditions in the era of globalization. The changes are very fast and the competition is getting tougher, allowing every regional government agency that wants to exist must be able to build and maintain high trust from the community. In order to achieve a balance in building and maintaining the organization, a local government agency must be able to manage its human resources optimally so that it has a positive impact on the organization, therefore the organization must have a way of managing its human resources. Management of human resources in an agency can be done by providing incentives,

Table 1 Report on the Performance Assessment List of Public SMA Teachers 2 Kinali West Pasaman Regency

Year	Average	Category	Standard
2015	82	B	100
2016	83	B	100
2017	78.1	B	100
2018	80	B	100
2019	70	C	100

Source: Data Processed by Researchers (2020)

One of the local government agencies in providing education is schools. SMA Negeri 2 Kinali, West Pasaman Regency is one of the education providers in West Pasaman Regency. Regarding the performance, especially the teachers who teach at the school, it is still far from being expected. As seen in Table 1.1, from 2014-2018 the average performance appraisal for SMA Negeri 2 Kinali, West Pasaman Regency continued to decline. In 2014 the average teacher performance appraisal reached 82 in category B, but dropped to 70 in 2018 with category C. This condition clearly shows that there is a problem with the performance of teachers at SMA Negeri 2 Kinali, West Pasaman Regency.

There are several factors that are thought to affect the decline in teacher performance at SMA Negeri 2 Kinali. These factors include incentives, work motivation and satisfaction. According to Dessler (2010), an incentive is an increase in salary that is awarded to an employee at one time determined in the form of a higher base salary, usually based exclusively on individual performance. Incentives are generally carried out as a strategy to increase the productivity and efficiency of the company by utilizing the behavior of employees who have a tendency to work in moderation or not optimally. So that with the incentives given to employees, the resulting performance is very good for the company.

Motivation has a close relationship with the attitudes and behavior of a person. Attitudes that exist in each individual interact with values, emotions, roles, social structures and new events, which together emotions can be influenced and changed by behavior. This change in attitude is possible because the human mind is a complex force that can adapt, learn, and process any new information and changes it receives. Motivation itself can be interpreted as a state in a person so that the person is motivated to carry out an activity or activity. Therefore, motivation has properties that cannot be separated from human nature itself, where human beings individually have different qualities of self-existence from one another. Each individual has a different background and attitude towards existing stimuli, so that the motivation that appears in each individual is different

Job satisfaction is one of the most important factors to get optimal work results. When a person feels satisfaction at work, of course, he will try as much as possible with all the ability he has to complete his job assignments. Thus productivity and employee work results will increase optimally. In reality, in Indonesia as well as possibly in other countries, overall job satisfaction has not yet reached the maximum level.

Many researchers such as Smith et. al., (1969); Goris et. al., (2000); Schermerhorn et. al., (2001) (in Alief Aryasri, 2008) made the concept of satisfaction as a framework built on many aspects such as: the work itself, the quality of supervision, relationships with colleagues, promotion opportunities, and salary.

From several previous studies, no one has examined how incentives, work motivation and job satisfaction influence teacher performance. Almost all of these studies are examined in a company To develop this research in education, especially in teachers, researchers are interested in studying this phenomenon with the title "The Effect of Incentives, Work Motivation and Job Satisfaction on Teacher Performance at SMA Negeri 2 Kinali, West Pasaman Regency".

This study aims to see (1) The effect of incentives on the performance of SMA Negeri 2 Kinali, West Pasaman Regency. (2) The effect of work motivation on the performance of SMA Negeri 2 Kinali, West Pasaman Regency. (3) The effect of job satisfaction on the performance of SMA Negeri 2 Kinali, West Pasaman Regency. (4) The effect of incentives, work motivation, and job satisfaction on the performance of SMA Negeri 2 Kinali, West Pasaman Regency.

II. METHOD

The population in this study were all teachers of SMA Negeri 2 Kinali, West Pasaman Regency, totaling 35 people.

The sampling technique used was total sampling technique (whole sample), *total samplingis* a sampling technique where the number of samples is the same as the population (Sugiyono, 2007). The reason for taking the total sampling is because according to Sugiyono (2007) the total population is less than 100, the entire population is used as the research sample.

Because the population in this study was less than 100, the sample used was the entire population. So, the sample in this study is the same as the population that is the whole Teachers of SMA Negeri 2 Kinali, West Pasaman, totaling 35 people.

III. RESEARCH RESULT

Classic assumption test

Normality test

The author used this normality test to test the normality of the regression model. Tests are carried out using the Kolmogorov-Smirnov test method for each variable. The regression model is normally distributed if the Kolmogorov-Smirnov sign value for each variable is greater than $\alpha = 0.05$. The results of the normality test can be seen in table 2.

Table 2
Normality Test Results

One-Sample Kolmogorov-Smirnov Test					
		Performanc e	Incentive	Motivation	Job satisfaction
N		35	35	35	35

Normal Parameters a	Mean	52.4286	17.1714	44,6000	44.9429
	Std. Deviation	2,92339	1.42428	2.39116	2.01382
Most Extreme Differences	Absolute	.141	.166	.121	.147
	Positive	.104	.119	.090	.147
	Negative	-.141	-.166	-.121	-.104
Kolmogorov-Smirnov Z		.835	.984	.715	.869
Asymp. Sig. (2-tailed)		.489	.287	.686	.436
a. Test distribution is Normal.					

Source: SPSS output results, 2020.

From Table 2 which is the normality test, it can be seen that in the regression model, confounding or residual variables have a normal distribution. This can be seen from the results of the sig value of the Performance variable (Y) is $0.489 > 0.05$ Incentive variable (X1) is $0.287 > 0.05$; Motivation variable (X2) is $0.686 > 0.05$; Job Satisfaction variable (X3) is $0.436 > 0.05$. So it is concluded that the variables of Performance, Incentives, Motivation, and Teacher Job Satisfaction at SMA Negeri 2 Kinali, Pasaman Regency, have a normal distribution.

Multicollinearity Test

Multicollinearity test aims to test whether the regression model found a correlation between the independent variables (independent). A good regression model should not have a correlation between the independent variables, if the independent variables are correlated, these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between independent variables = 0 (Ghozali, 2011). Multicollinearity can be seen from the tolerance and Variance Inflation Factor (VIF), which can be seen in Table 3.

Table 3 Multicollinearity Test Results

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Incentive	.937	1,067
	Motivation	.942	1,062
	Job satisfaction	.992	1,008
a. Dependent Variable: Performance			

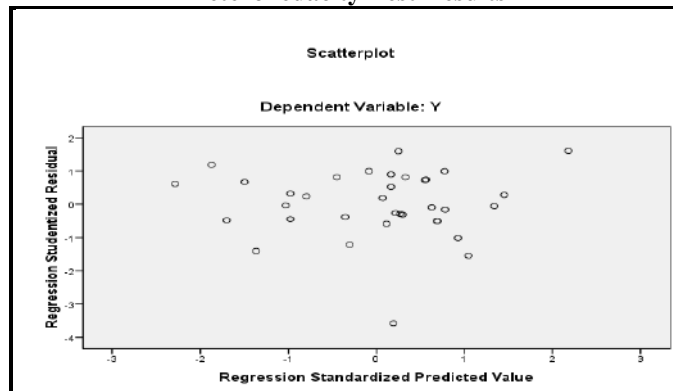
Source: SPSS output results, 2020

Based on the multicollinearity test in the table above, it can be seen that there is no relationship between independent variables because the VIF value of all independent variables is < 10 .

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in a regression model there is an inequality of variants from the residuals from one observation to another. If the variance from the residual of one observation to another observation remains, it is called homocedasticity and if it is different it is called heteroscedasticity. Detecting heteroscedasticity in this study using the Plott Graph test (Scatter Plot). This test if there is no clear pattern, such as a point spread above and below the number 0 (zero) on the Y axis, then there is no heterocedacity. The test results can be seen in Figure 1.

Picture 1
Heterokedacity Test Results



In Figure 1, it can be seen that there is no clear pattern and the dots spread above and below the number 0 on the Y axis. This shows that the data in this study did not occur heteroscedasticity.

Research Hypothesis Test

Multiple Linear Regression Analysis

In testing the research hypothesis, multiple linear regression tests were used, which aims to determine how much influence several independent variables have on the dependent variable. Multiple regression analysis was performed by comparing tcount with ttable and sig value with $\alpha = 0.05$. In detail, the results of multiple regression testing can be seen in Table 4.

Table 4 Multiple Regression Equation

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	22,753	14,314		1,590	.122
	Incentive	.408	.144	.481	2,835	.009
	Motivation	.429	.203	.351	2,114	.043
	Job satisfaction	.345	.109	.351	3,153	.004
a. Dependent Variable: Performance						

Source: SPSS Output Results (2020)

Based on Table 4, the estimation model can be analyzed as follows:

$$Y = 22,753 + 0.408 (X1) + 0.429 (X2) + 0.345 (X3)$$

Based on the above equation, it can be explained that:

- From the above equation it can be seen that there is a constant value of 22,753 which means that if the Incentive, Motivation and Job Satisfaction is zero, then the value of the Performance variable is at 22,753. This means that the Incentives, Motivation and Job Satisfaction variables 1 contribute to the improvement of teacher performance in SMA Negeri 2 Kinali, Pasaman Regency.
- The incentive regression coefficient value is positive 0.408. This means that if the work incentive is increased by one unit it will result in an increase in performance of 0.408 unit.
- The regression coefficient of Motivation is positive, namely 0.429. This means that if the motivation increases one unit will result in an increase in teacher performance by 0.429 unit.
- The regression coefficient value of Job Satisfaction is positive, namely 0.345. This means that if Job Satisfaction increases by one unit it will result in an increase in Teacher Performance by 0.345 unit.

Regression Coefficient Test (t test)

Hypothesis Testing 1

The first hypothesis proposed is that incentives partially have a positive effect on teacher performance. Based on the analysis results of the t test, it is known that the level of significance of the Incentive variable is 0,009 < from the significance value (0.05). Thus Ho was rejected and Ha accepted. So that the alternative hypothesis proposed

in this study is accepted, meaning that there is a significant influence between the incentives on teacher performance in SMA Negeri 2 Kinali, Pasaman Regency.

Hypothesis Testing 2

The second hypothesis proposed is that motivation partially has a positive effect on teacher performance. Based on the analysis of the t test, it is known that the level of significance of the Motivation variable is 0,043 <from the significance value (0.05). Thus Ho was rejected and Ha accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant influence between motivation on teacher performance at SMA Negeri 2 Kinali, Pasaman Regency.

Hypothesis Testing 3

The third hypothesis is proposed, that job satisfaction partially has a positive effect on performance. Based on the analysis results of the t test, it is known that the significance level of the Job Satisfaction variable is 0,004 < dai significance value (0.05). Thus Ho was rejected and Ha accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant influence between Job Satisfaction on Teacher Performance in SMA Negeri 2 Kinali, Pasaman Regency.

Hypothesis Testing 4

The fourth hypothesis proposed is that incentives, motivation, and job satisfaction together have a positive effect on teacher performance. Based on the results of the analysis of the F test, it is known that the level of significance of the variables of Incentives, Motivation, and Job Satisfaction is 0.000 <0.05. Thus Ho was rejected and Ha accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant influence jointly between incentives, motivation, and job satisfaction on teacher performance in SMA Negeri 2 Kinali, Pasaman Regency. As can be seen in table 5.

Table 5F Test Results

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	233,708	3	116,854	39,182	.000a
	Residual	95,435	31	2,982		
	Total	329,143	34			
a. Predictors: (Constant), X3, X2, X1						
b. Dependent Variable: Y						

Source: SPSS Output Results (2020)

Coefficient of Determination (Adjusted R Square)

The coefficient of determination aims to see or measure how far the model's ability to explain variations in the independent variable, where the R square value is used for research with 2 variables and the Adjusted R Square value is used for research with more than 3 variables. The coefficient of determination in this study is taken from the Adjusted R Square value which can be seen in table 6.

Table 6R Square Test Results

Model Summary b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.843a	.710	.692	1,727
a. Predictors: (Constant), X3, X2, X1				
b. Dependent Variable: Y				

Source: Results of SPSS data processing (2020)

Based on the results of the Adjusted R square analysis is 0,692 This means that 69.2% of teacher performance is influenced by the independent variable incentives, motivation and job satisfaction. While the remaining 30.8% is influenced by other variables outside the model.

IV. CONCLUSION

Based on the results of testing and discussion of the hypotheses described in the previous chapter, the following conclusions can be drawn:

1. Incentives have a positive influence on teacher performance in SMA Negeri 2 Kinali, Pasaman Regency. This means that teacher performance will increase if the incentives given are able to provide encouragement to teachers in carrying out their obligations.
2. Motivation has a positive influence on teacher performance at SMA Negeri 2 Kinali, Pasaman Regency. This means that teacher performance will increase if high work motivation is able to provide enthusiasm and work encouragement to teachers in carrying out work. The higher the motivation of a teacher in an institution, the higher the teacher's performance in the institution.
3. Job Satisfaction has a positive influence on Teacher Performance in SMA Negeri 2 Kinali, Pasaman Regency. This means that Teacher Performance will increase if Job Satisfaction is high in the institution where the Teacher works, and makes the Teacher enthusiastic about doing a good job. And good job satisfaction will encourage high performance.
4. Incentives, Motivation and Job Satisfaction together have a positive effect on Teacher Performance in SMA Negeri 2 Kinali, Pasaman Regency. With a figure of R^2 0.692 or 69.2% teacher performance is influenced by the independent variable incentives, motivation and job satisfaction.

Based on the results of the analysis of the discussion as well as some conclusions in this study, there are suggestions that can be given through the results of this study in order to get better results, namely:

1. For further researchers, it is hoped that they can examine other variables outside of this variable in order to obtain more varied results that can describe what things can affect performance and it is suggested to expand the scope of research on the effect of incentives, motivation and job satisfaction on teacher performance. used in this study.
2. For the management of the agency it is hoped that it maximizes the motivation of teachers. Because in order to achieve better productivity and achievement of agency goals, Motivation Incentives and Job Satisfaction from Teachers are needed. When Incentives, Motivation and Job Satisfaction are given in a balanced manner, the performance of the teacher also increases.

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