THE INFLUENCE OF COMPETENCE AND WORK MOTIVATION ON THE PERFORMANCE OF AUTOMOTIVE TEACHERS SMK KRISTEN TAGARI NORTH TORAJA

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Abstract
This study aims to: 1) Analyze the influence of competence on teacher performance, 2) Analyze the influence of work motivation on teacher performance, and 3) Analyze the influence of competency and work motivation on teacher performance in Christian Vocational High School Tagari Automotive Engineering Expertise Program North Toraja Regency. Using questionnaires in data collection. Data analysis techniques use linear equations. The results of the study obtained: a) There is a significant influence of competence on the performance of automotive teachers in the Christian Vocational High School Tagari Automotive Engineering Expertise Program North Toraja District by 32.4%, b) there is a significant influence (sig) of work motivation on the performance of automotive teachers in the Christian Vocational High School Tagari Automotive Engineering Expertise Program North Toraja District by 50.3%, c) significant F test results (sig) of 72%, meaning that the competence and motivation of work together affect the performance of teachers in Tagari Christian Vocational High School Automotive Engineering Program North Toraja Regency.

Keywords: competence, motivation, and performance.

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Introduction

Globalization and transpiguration are two things that cannot be separated because globalization demands the occurrence of transpiguration in various joints of human life. Human resources are essential in the face of the strong globalization currents in the progress of a nation. The quality of human resources is the most essential in the excellence of a nation to face the era of change resulting from globalization. Great human resources begin with educational methods. In fact, the generation that can compete in the global kanca is starting from education.

In the world of education the spearhead in the implementation of the learning process is teachers so that the quality and number of teachers need to be a concern. In a school can be in quality and superior grades if the graduates have achievements above standard. The quality of graduates in a school is often seen as depending on the management of a teacher's teaching materials in applying learning activities as their duties and responsibilities. Competence is always connected to performance, because between competence and work motivation is very closely related, because it has a causal relationship. The relationship between competence and performance is very close and important relevance even if it wants to improve performance then it must have relevant competencies.

Work motivation arises in a person depending on the situation he/she is facing. So the strength of motivation shown by individuals varies. A person's motivation can arise when facing different situations with a surgical time. With the motivation of work, teachers / employees have the urge to work more vigorously based on their abilities and skills. Improving teacher competence and improving teacher work motivation are efforts to improve teacher performance. The reality seen now that the competence and motivation of teachers' work is still diverse. So it is still a sharp spotlight today about the quality of a teacher who is considered unfit to be an educator in their respective fields. So that it can result in the performance of a teacher which will also result in a decrease in the quality of human resources (Sumbar Daya Manusia) resulting from the education process.

Especially for Vocational High Schools technology groups are often seen as education providers who encourage students who are ready to work, smart and comparative. But not a few graduates are just ready to be trained not in accordance with what is expected to be absorbed in the industrial world. This can happen because of the rapidly growing technological advances in the world of education. So that the synchronization of the curriculum with the world of industry is seen as part of the solution to prepare graduates to have competencies according to the needs of the industry. Students who are ready to work, smart and complementary certainly have to do with the ability possessed by a teacher in this case the competencies that have in their field. Not only curriculum synchronization but also training for teachers in the industrialized world is very needed to improve the competence of a productive automotive teacher for example..

An employee who has quality human resources is the hope of every organization. Because quality human resources are very helpful to achieve a goal in the organization. So one of the requirements for the acceptance of a prospective employee in an organization is quality human resources. then the quality of a person is seen from the competence that is on him. Competence described by Didid Pianda(2018:33), "is a characteristic of a person who identifies the way one thinks, behaves, and acts and draws conclusions that a person can do and maintain at a certain period of time." The knowledge possessed by a person will determine his success in his work. A person's efficiency will increase if he/she has sufficient knowledge, and on the contrary will work smudgedly if he has low knowledge.

From some of the above understandings, the Author concludes that competence is a skill possessed by each individual to be used in the field of skills and knowledge professionally.
according to the demands of his work skills. Everyone is willing to carry out the work, certainly has a basic reason and why one is enterprising to work and the other is ordinary, of course there is a basis that encourages him to do the job. This is caused by motivation.

Definisi about work motivation is explained by Drs Djamil Hasim, M.Si(2019:21), "Work motivation is an encouragement or spirit of work that arises in a person to do something in accordance with his expectations." So motivation has to do with things being able to encourage or be the mobilizer of someone in the implementation of something. By looking at some of the theories above, the researchers concluded that work motivation is a trigger that arises in a person triggering enthusiasm and ambition to do his job in totality in achieving goals.

Research Method

The method used in this research is Quantitative method. Quantitative research methods are used to examine populations or samples, collect data using research instruments, analysis of this data is quantitative / statistical, and the purpose of this research to test hypotheses. Research method is a correlational method with quantitative approach, namely drawing or describing the influence of competence and motivation on the performance of Automotive teachers at SMK Kristen Tagari Toraja Utara.

Result and Discussion

Before data analysis is done, then in this research it is necessary to do instrument testing, namely testing validity and reliability. Validity is the level of ability of an instrument to express something that is the main target of measurement carried out with the instrument. While reliability shows the consistency of a measuring device in measuring the same symptoms.

Table 1. Competency Validity Test Results

| Item Pertanyaan | $r_{test}$ | $r_{kritis}$ | Keterangan |
|-----------------|------------|--------------|------------|
| Kompetensi 1    | 0.634      | 0.444        | Valid      |
| Kompetensi 2    | 0.706      | 0.444        | Valid      |
| Kompetensi 3    | 0.846      | 0.444        | Valid      |
| Kompetensi 4    | 0.821      | 0.444        | Valid      |
| Kompetensi 5    | 0.831      | 0.444        | Valid      |
| Kompetensi 6    | 0.721      | 0.444        | Valid      |
| Kompetensi 7    | 0.755      | 0.444        | Valid      |
| Kompetensi 8    | 0.863      | 0.444        | Valid      |
| Kompetensi 9    | 0.729      | 0.444        | Valid      |
| Kompetensi 10   | 0.642      | 0.444        | Valid      |

Sumber : Data Primer yang diolah tahun 2021.
Table 2. Work Motivation Validity Test Results

| Item Pertanyaan | rhit | rtable | Keterangan |
|-----------------|------|--------|------------|
| MotKer1         | 0,846| 0,444  | Valid      |
| MotKer2         | 0,794| 0,444  | Valid      |
| MotKer3         | 0,657| 0,444  | Valid      |
| MotKer4         | 0,610| 0,444  | Valid      |
| MotKer5         | 0,741| 0,444  | Valid      |
| MotKer6         | 0,634| 0,444  | Valid      |
| MotKer7         | 0,747| 0,444  | Valid      |
| MotKer8         | 0,819| 0,444  | Valid      |
| MotKer9         | 0,728| 0,444  | Valid      |
| MotKer10        | 0,817| 0,444  | Valid      |

Sumber: Data Primer yang diolah tahun 2021.

Table 3. Performance Validity Test Results

| Item Pertanyaan | rhit | rtable | Keterangan |
|-----------------|------|--------|------------|
| Kinerja1        | 0,740| 0,444  | Valid      |
| Kinerja2        | 0,655| 0,444  | Valid      |
| Kinerja3        | 0,805| 0,444  | Valid      |
| Kinerja4        | 0,719| 0,444  | Valid      |
| Kinerja5        | 0,730| 0,444  | Valid      |
| Kinerja6        | 0,683| 0,444  | Valid      |
| Kinerja7        | 0,706| 0,444  | Valid      |
| Kinerja8        | 0,864| 0,444  | Valid      |
| Kinerja9        | 0,809| 0,444  | Valid      |
| Kinerja10       | 0,771| 0,444  | Valid      |

Sumber: Data Primer yang diolah tahun 2021.

Correlation of question items to variables that have rhitung value greater than rtable is a valid question item in explaining the variable. Table 1 through table 3 above shows that the question items used are all valid.

Table 4. Reliability Test Results

| Variable       | Sig   | Note  |
|----------------|-------|-------|
| Competence     | 0,820 | Reliabel |
| Motivation     | 0,850 | Reliabel |
| Performance    | 0,801 | Reliabel |

From the reliability test results showed that the alpha coefficient (r) calculates the entire variable is greater than the required criteria or critical value (rule of thumb) of 0.600. Thus it can be concluded that the question points for all variables are variables, so that the question can be used.

Table 5. Test Normality

| Variable       | Sig   | Note |
|----------------|-------|------|
| Unstandardized Residual | 0,158 | Normal |

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Based on the results of Kolmogorov-Smirnov test calculation obtained results of 0.158 with a significance level of 0.198 > 0.05 then it can be concluded that respondents’ statements about variables used in this study have a normal data distribution.

| Variable       | Toleransi | VIF |
|----------------|-----------|-----|
| Competence     | 0.981     | 1.019 |
| Work motivation| 0.981     | 1.019 |

The test results showed that the regression model did not occur multicollinearity due to the value of VIF < 10 and Toleransi > 0.1; and strengthened by the test result of the coefficient of determination which indicated that the value of R² is 0.755 so that it does not exceed 0.9.

**Multiple Linear Regression Analysis**

| Model | Standardized Coefficient | Coefficient | t | Sig. | Correlation Statistics | VIF |
|-------|--------------------------|-------------|---|-----|------------------------|-----|
|       | (Competence) & (Work motivation) |              |   |     |                        |     |
| 5     | (Constant)               | 5.990       | 10.527 | 5.494 | 200                    |     |
|       |                          | 0.324       | 0.361 | 0.472 | 3.497                  | 271 |
|       |                          | 0.283       | 0.305 | 0.374 | 2.416                  | 310 |

| Variable | Correlation Statistics | VIF |
|----------|------------------------|-----|
| Competence | 0.891                  | 1.019 |
| Work motivation | 0.891                  | 1.019 |

From the table above, it can be obtained as follows:

a. Constant of 5.990 means that if competence, work motivation is constant then the performance of Automotive teachers at SMK Kristen Tagari Toraja Utara will increase by 5.990.

b. β1 amounting to 0.324, indicating the Competence variable positively affects the performance of Automotive teachers at SMK Kristen Tagari Toraja Utara. This means that if competency is improved, performance will increase by 0.324, assuming that work motivation variables are considered fixed.

c. β2 of 0.503, indicating the Variable Work Motivation positively affects the performance of Automotive teachers at SMK Kristen Tagari Toraja Utara. This means that if the work motivation increases, the performance of Automotive teachers at SMK Kristen Tagari Toraja Utara will increase by 0.503, assuming competency variables.
Based on the table of test results simultaneously known the amount of value \( F = 8.160 \) with a significance of \( 0.002 < 0.050 \). So that it can be concluded jointly competence, and work motivation has a significant effect on the performance of automotive teachers at SMK Kristen Tagari Toraja Utara.

**Table 10. Test Result t**

| Variabel        | t count | Sig.  |
|-----------------|---------|-------|
| Kompetensi      | 3.487   | 0.021 |
| Motivasi kerja  | 3.024   | 0.010 |

From the results in the table above, it can be explained that:

a. Competency has a thitung of 3.487 with a significance of \( 0.021 < 0.050 \) means that competency has a significant effect on the performance of Automotive teachers at SMK Kristen Tagari Toraja Utara. The conclusion of this hypothesis 1 testing is proven.

b. Work Motivation has a thitung of 3.024 with a significance of \( 0.010 < 0.050 \) means that work motivation has a significant effect on the performance of Automotive teachers at SMK Kristen Tagari Toraja Utara. The conclusion of this hypothesis 2 testing is proven.

**Table 10. Determination Coefficient Test Results**

| Model | R | R Square Adjusted R Square | Std Error of the Estimate | R Square Change |
|-------|---|---------------------------|---------------------------|----------------|
| 1     | 0.93* | 0.823 | 0.803 | 0.0002 | 0.223 |

It is known that \( R^2 \) of 0.823, this indicates that the variable Competency, and Work Motivation is able to explain by 82.30% to the performance variables of Automotive teachers at SMK Kristen Tagari Toraja Utara, while the remaining 85.30% is explained by other variables outside the research model such as compensation, job satisfaction, work discipline.

**Discussion**

In this study submitted 3 hypotheses that will be further proven to be true on the basis of test results.

a. Based on the test results, the first hypothesis can be explained through parameter accuracy test (F/overall test), that \( F_{hitung} (8,160) > F_{tabel} (3.40) \), then \( H \) is rejected and \( H \) is accepted. This means that it is proven that there is a positive and significant influence of variable competencies, and the motovasi work together or simultaneously on the performance of Automotive teachers at SMK Kristen Tagari Toraja Utara. This result is in line with research conducted by Rahmat Igbal, SIP (2016), "The Influence of Competence And Work Motivation on Librarian Performance in Yogyakarta City Library in 2016," the results of the study are known that "competence has a significant influence on performance, work motivation has a significant influence on performance and it is known that both variables together have a significant influence on performance.

b. Based on the test results, the second hypothesis can be explained through parameter \( b \) in the regression equation, which in this study is positive. This means that it is proven that there is a positive and significant influence of variables of competence on the performance of Automotive teachers at SMK Kristen Tagari Toraja Utara. The results of this study are in

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accordance with or the same as previous research conducted by Masrin Halawa (2016), “The influence of competence, discipline and job satisfaction on the performance of junior high school teachers in Tukka Subdistrict, Central Tapanuli Regency in 2016”, the results of the study “the level of achievement of junior high school teachers in Tukka subdistrict is high on average, the average work discipline is sufficient, the average job satisfaction is high and the average teacher performance is sufficient. So based on the average of the four variables still need to be fixed because it has not achieved optimal results.

The results of the research in line were also presented by Lili Kurniasih (2018), “The Influence of Teacher Competence, Organizational Climate and Academic Supervision of The Principal on The Performance of Teachers of Islamic Religious Education Subjects of Sukoharjo State Elementary School In The Academic Year 2017/2018,” the results of the study that the teacher's competence is positive and significant to teacher performance, organizational climate has a positive and significant effect on teacher performance, academic supervision of the principal has a positive and significant effect on teacher performance, teacher competence and organizational climate have a positive and significant effect on teacher performance, teacher competence and academic supervision have a positive and significant effect on teacher performance.

c. Based on the test results, the third hypothesis can be explained through parameter b in the regression equation, which in this study is positive. This means that there is proven to be a positive and significant influence of work motivation variables. This result is in line with previous research conducted by Rahmat Igbal, SIP, (2016), “The Influence of Competence And Work Motivation on Librarian Performance in Yogyakarta City Library in 2016,” the results of the study are known that competency has a significant influence on performance, work motivation has a significant influence on performance and it is known that both variables together have a significant influence on performance.

d. From the test results the coefficient of determination (R) indicates that the value of R Square (R2) is 0.823 and the Adjusted R Square (Adjusted R2) value is 0.803. This means that the determination of competency variables and work motivation, in influencing teacher performance is 82.30%.

Conclusions and Suggestion

The conclusions of this study are as follows:

a. Based on the test results, hypotheses can be explained through the sign of parameter b in the regression equation, which in this study is positive. This means that there is proven to be a positive and significant influence of contingency variables on the performance of Automotive teachers at SMK Kristen Tagari Toraja Utara.

b. Based on the test results, hypotheses can be explained through the sign of parameter b in the regression equation, which in this study is positive. This means that there is a positive and significant influence of variable work motivation on the performance of Automotive teachers at SMK Kristen Tagari Toraja Utara.

c. Based on the test results, the hypothesis can be explained through parameter accuracy test (F/overall test), that Fhitung (8,160) > Ftabel (3.40), then H is rejected and H is accepted. This means that there is a positive and significant influence of complementary variables, and the motovasi work jointly or simultaneously on the performance of Automotive teachers at SMK Kristen Tagari Toraja Utara.
While the advice that researchers can give is as follows:

a. To the school, it is expected to pay more attention to the competence and work motivation of teachers, especially teachers in the field of automated studies so that with better competence, performance will also be able to improve.

b. In increasing the competency and motivation of work done by providing the same career development opportunities and also regularly provide opportunities to attend trainings and seminars that will provide added value to the teacher concerned. It is also expected that better cooperation with the company will be established, so that students can more easily do internships, as part of the VOCATIONAL curriculum.

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