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The Effect of Working Climate & Teacher Performance Through Job Satisfaction on the Students' Achievement in Integrated Islamic Schools in Makassar.

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Job Satisfaction, Student Achievement

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Abstract

This research was conducted at SD IT Plus Qurthuba and SDIT Wahdah Islamiyah 01 Makassar in November 2022. The research approach used is a quantitative approach. The type of research used is an ex post facto type of research. The sample in this study was 120 students with a simple random sampling technique. The instruments used in this study were questionnaires and UTS values. This study used the path analysis method with the help of the SPSS version 22 application and used the online Sobel test to calculate the indirect influence of free and bound variables through mediation variables.

The results of this study are (1) there is a positive and significant influence between the Work Climate on Teachers in Integrated Islamic Schools in Makassar City. (2) there is a positive and significant influence between teacher performance and teachers in Integrated Islamic Schools in Makassar City. (3) there is a positive and significant influence between Job Satisfaction on Teachers in Integrated Islamic Schools in Makassar City. (4) there is a positive and significant influence between the Work Climate on job satisfaction in Integrated Islamic Schools. (5) there is a positive and significant influence between Teacher Performance on job satisfaction in Integrated Islamic Schools. (6) there is a positive and significant influence between the Work Climate through Job Satisfaction on the achievement of Students in Integrated Islamic Schools. (7) there is a positive and significant influence between Teacher Performance through Job Satisfaction on the achievement of Students in Integrated Islamic Schools.

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INTRODUCTION

According to Article 3 of Law Number 20 of 2003 concerning the national education system, the goal of national education is to increase the intelligence of the nation by developing skills, forming the character and culture of the nation, and respecting human dignity. One of the main goals of national education is to produce individuals who believe in and are devoted to God Almighty. Every citizen has the same right to receive education, as explained in Article 31 paragraph (1) of the 1945 Constitution of the Republic of Indonesia. Paragraph (3) also confirms the government's commitment to organizing a national education system that aims to develop high beliefs, obedience, and morality, with the aim of increasing the intelligence of the nation based on legal principles. Therefore, one of the missions of the Republic of Indonesia is to strive for all regions of the country to achieve a level of intelligence in national life.

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Basically, it is the shared duty of all Indonesian citizens to organize a universal, comprehensive, and integrated national education system organized by families, communities, and the government. This system is very important for the development of the Indonesian nation and its society as a whole, as well as a means to ensure the survival of the country.

Work climate is any behavior displayed by teachers in the classroom, especially as it relates to their personal satisfaction. The social, cultural, and personality aspects that shape individual and collective attitudes in an educational environment interact to create a work climate. (Perdani et al., 2019) . According to (Siagian et al., 2022) to argue that environment Work organization is habits that are followed in a way consistent by its people . Organization will capable set and achieve objective in accordance timetable with environment positive work .

(Pianda, 2018) In principle , performance refers to the action taken or No done by a worker . The contribution given by a worker to organization determined by the results its performance , which includes things like presence , attitude cooperation , number production , quality and compliance time .

According to (Mangkunegara & Prabu, 2017) satisfaction Work is how far a person employee tied to his work and the circumstances around him his work , both of which influence his attitude to work In addition , the conditions and patterns behavior somebody including in draft satisfaction work . In addition , health and behavior individuals are also factor important that influences level satisfaction Work they (Bahri & Nisa, 2017) . Attitude positive , enthusiastic and happy to work demonstrated in productivity , discipline , and enthusiasm Work (Hasibuan, 2017)

Performance sometimes called as exhibition or performance . The expression " performance " , in theory , can explained more appropriate in other words. However , because origin proposal term the originate from the verb " achieve" which implies the meaning of " to reach " , then often interpreted as " achievement " or " result " achievement " in Indonesian language " (Aldi & Susanti, 2019) . According to (Tanjung 2017) Success is results tired sucks a person , who is achieved through behavior his behavior in Work while operate task . Procedure extensive so -called with the evaluation process required For to obtain information about tall low performance a employee performance participant educate .

According to (Nugroho & Indahingwati, 2020) Performance is results achieved somebody through his behavior in the place Work while do assignment . Evaluation performance employee , also called assessment performance , is a procedure length that must be completed For to obtain information about tall or the bad performance a employee .

Based on from opinion expert above , With Thus , it can it is said that environment Work shown with serious employee in work , behave good , and very committed For reach high standards on work and results its work . Patterns and systems Work a organization have significant influence to height productivity work . Possibility reach productivity power high work increase along with good and efficient a company operate his activities

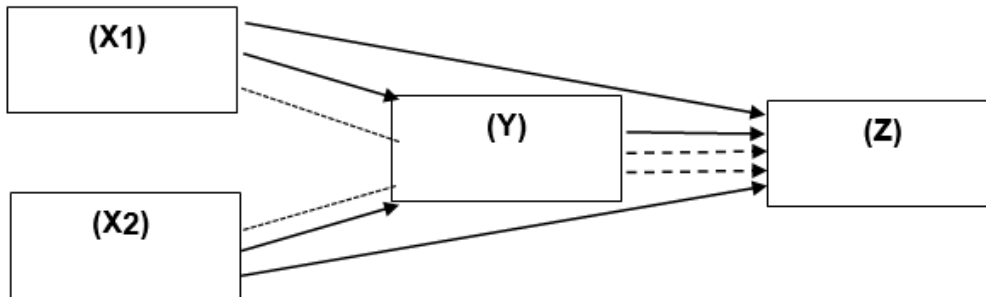
Based on the phenomenon that occurred at SDIT Wahdah Islamiyah 01 and SDIT Qhurtuba city Makassar show that post the occurrence of the covid 19 pandemic which resulted in teacher activities , activities student even means even school Not yet stable which is still in the transition process which is still need done improvements to the system that occurs in schools . This is result in teacher performance declines , climate Work decreased , so that satisfaction Work decreasing and having an impact to performance participant educate participant educate at school decreasing . Observing

situation like that , emptiness in study This lies in the climate work and teacher performance through job satisfaction influence student achievement at Integrated Islamic Schools in Makassar City ?

RESEARCH METHODS

The research method used is quantitative. This study uses numerical data collection and measurement techniques, which are characteristic of quantitative methods, (Sutama Purnamasari et al. 2019). using testing hypothesis For investigate connection or impact variable For explain or show connection because consequence between factors that cause a phenomenon certain . On the other hand , quantitative data methods require all data collected represented as mark numeric .

Following This explained design research that connects variable independent with variable dependent :



Picture : Design study with two variable independent

Information :

- X1 : Work Climate
- X2 : Teacher Performance
- Y : Satisfaction Work
- Z : Achievement participant educate

Study This implemented on site namely at SD IT Plus Qurthuba which is located on Jl. Pertanian Block D No. 131 Unhas Lecturer Housing Antang , Biring Romang Village , Manggala District , Makassar City , South Sulawesi Province, and at the Integrated Islamic Elementary School Islamic Education Center 01 which is located on Jl. Antang Raya NO 25, Antang , Manggala District , Makassar City , South Sulawesi Province. Research This will be held in October and November 2022 . Population in study This is power SDIT Plus Qurthuba teacher Perdos Antang Makassar City, totaling 49 teachers. The number of male teachers is 14 and 35 female teachers . The number of teachers at SDIT Wahdah Islamiyah 01 is 71 teachers, there are 18 male teachers and 53 female teachers . The techniques used researcher is sample bored , then all population as many as 120 teachers became sample in research This . All population used For choose sample research . In research Currently , there are 120 teachers, so amount sample used is 120.

RESULTS AND DISCUSSION

Path Coefficient of Model I

Based on the regression output of model I in the Coefficients table, it can be concluded that the significance values of the two variables, X1 and X2, are 0.000 and 0.008, respectively, both of which are smaller than 0.05. This indicates that in Regression Model I, variables X1 and X2 have a significant influence on Y. In addition, the R² or R square value in the model summary table is 0.787, indicating that the contribution or contribution of influence from X1 and X2 to Y is 78.7%, while the remaining 21.3% comes from other variables not included in the study. The e1 value, calculated using

the formula $e1 = \sqrt{(1-0.787)}$, is 0.2615. The following is a path diagram of the structural model I: [path diagram image]:

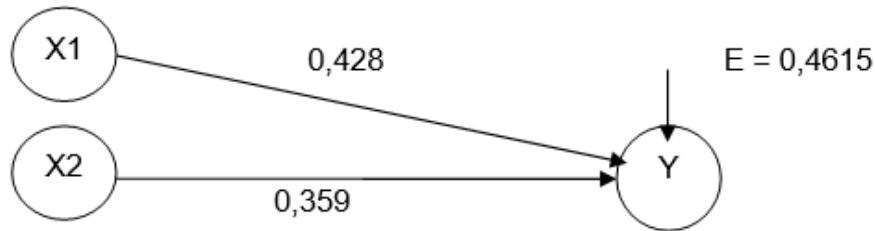


Figure : Direct relationship model of X1 and X2 towards Y

The direct relationship model between X1 and X2 with Y can be seen in the image above. The R² or R square value contained in the model summary table is 0.428 for X1 against Y and 0.359 for X2 against Y, while the E value is 0.4615. This indicates a direct relationship between work climate and teacher performance on job satisfaction, which can be explained in the formula $Y = 0.428 X1 + 0.359 X2$.

Path Coefficients of Model II

Based on the output of model II regression in the Coefficients table, it can be concluded that the significance value of the three variables, namely X1 = 0.002, X2 = 0.001, and Y = 0.000, is less than 0.05. Thus, Model II Regression shows that variables X1, X2, and Y have a significant effect on Z. The R² or R square value in the model summary table is 0.613, which indicates that the contribution or contribution of influence from X1, X2, and Y to Z reaches 61.3%, while the remaining 38.7% is the contribution of other variables not included in the study. The e2 value, calculated using the formula $e2 = \sqrt{(1-0.613)}$, is 0.6221.

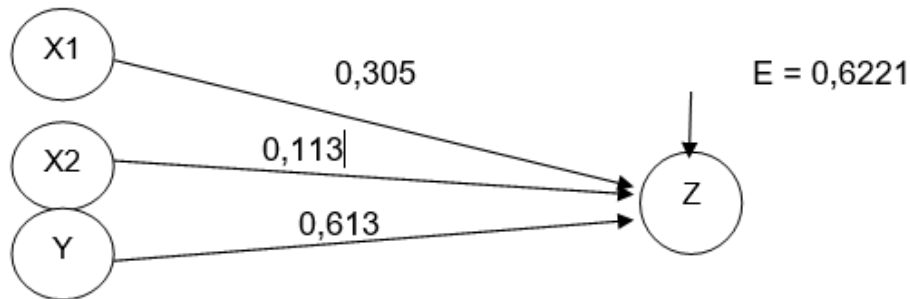


Figure :

Direct relationship model of X1.X2 and Y towards Z

The direct relationship model between X1, X2, and Y with Z can be seen in the image above. The R² or R square value contained in the model summary table is 0.305 for X1 against Y, 0.113 for X2 against Y, and 0.613 for Y against Z. In addition, the E value = 0.6221 indicates that there is a direct relationship between work climate, teacher performance, and job satisfaction with student learning outcomes.

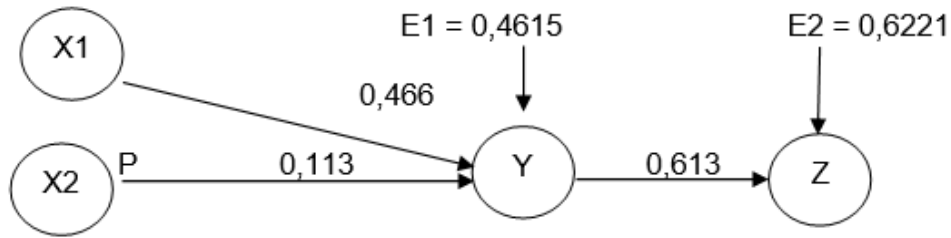


Figure :

Indirect relationship model of X1.X2 and Y towards Z

The indirect relationship model between X1, X2, and Y with Z can be seen in the image above. The R² or R square value contained in the model summary table is 0.466 for X1 against Y, 0.113 for X2 against Y, and 0.613 for Y against Z. In addition, the values of E1 = 0.4615 and E2 = 0.6221 indicate an indirect relationship between work climate, teacher performance, and job satisfaction with student achievement, with the formula $Z = 0.466 X1 + 0.113 X2 + 0.613 Y$.

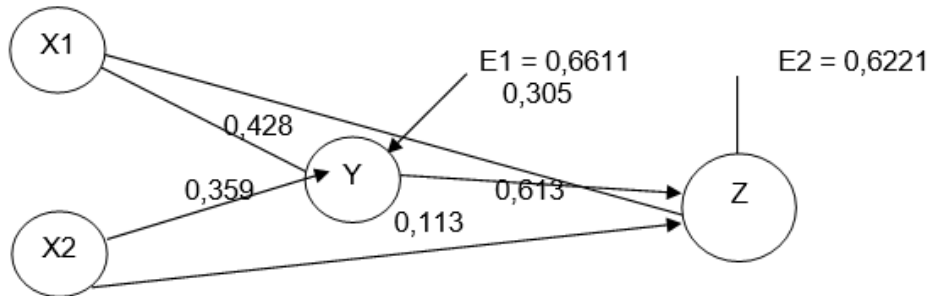


Figure :

Relationship model of variables X1 , X2 , Y and Z

The direct and indirect relationship model between X1, X2, and Y with Z is shown in the image above. The R² or R square value contained in the model summary table is 0.466 for X1 against Y, 0.113 for X2 against Y, and 0.613 for Y against Z. In addition, there is an indirect effect from X1 to Z through Y of 0.6221 and from X2 to Z through Y also of 0.6221, with the formula $Z = 0.466 X1 + 0.133 X2 + 0.613 Y$. This shows a direct and indirect relationship between work climate, work environment, and job satisfaction on student achievement .

The discussion of the research results will refer to the description of the data and hypothesis testing. The analysis of the research results will be expanded by referring to the main points, background, and relevant theories. The findings of this study strengthen that there is an influence of work climate and teacher performance on student achievement at SDIT Makassar City through job satisfaction.

Based on the results of the study at SDIT Makassar City, the conclusion is that the work climate has a direct impact on job satisfaction. The results of the study This show that Of the 120 respondents , the R square value was 0.428, indicating existence influence climate Work to satisfaction work at SDIT Makassar City. Furthermore , with compare mark significance (sig) with alpha (α), tested criteria where if Sig value < α (0.05), then H0 is rejected . Analysis show The Sig value is 0.000, which is in accordance with Sig criteria (0.000) < α (0.05), so H0 is rejected and H1 is accepted . This shows that there is influence climate Work to satisfaction work at SDIT Makassar City.

Based on research at SDIT Makassar City, the conclusion that can be drawn is that teacher performance has a direct influence on the level of job satisfaction. From the results research , it is seen that The R square value is 0.359, which illustrates that teacher performance has impact to

satisfaction work at SDIT Makassar City. Testing done with compare mark significance (sig) with alpha (α), where criteria testing state that If Sig value $< \alpha$ (0.05), then H_0 is rejected . Analysis results show The Sig value is 0.008, which is more small from α (0.05), so that H_0 is rejected and H_1 is accepted . With Thus , it can concluded that there is influence teacher performance towards satisfaction work at SDIT Makassar City .

The results of the study at SDIT Makassar City showed that there is a relationship between work climate and student achievement. The results of the study This show that R square has mark of 0.322, indicating that climate Work own impact to performance participant educated at SDIT Makassar City. Research This do comparison between significance (sig) and alpha (α), where If Sig value $< \alpha$ (0.05), then H_0 is rejected . In the analysis Here , the Sig value is obtained of 0.002, which is more small from α (0.05), so that H_0 is rejected and H_1 is accepted . Findings This confirm that there is influence climate Work to performance participant studied at SDIT Makassar City.

From the results of the study at SDIT Makassar City, it can be concluded that there is a direct correlation between teacher performance and student achievement. Research results show that R square has mark of 0.450, indicating that teacher performance has impact to performance participant educated at SDIT Makassar City. For verify matter this , is done comparison between mark significance (sig) with alpha value (α), where If Sig value $< \alpha$ (0.05), then H_0 is rejected . In the analysis this , it was found Sig value of 0.001, which is more low from α (0.05), so that H_0 is rejected and H_1 is accepted . In general conclusion , can concluded that there is connection between teacher performance and achievement participant studied at SDIT Makassar City.

From the research conducted at SDIT Makassar City, it can be concluded that both the work climate and teacher performance directly and jointly influence student achievement. Result of studies This show that The R square value is 0.375, indicating that Good climate Work and also teacher performance has impact to performance participant educated at SDIT Makassar City. Analysis done with compare mark significance (sig) with alpha (α), where If Sig value $< \alpha$ (0.05), then H_0 is rejected . In the research This , the Sig value obtained is 0.000, which is more low from the specified alpha (α) of 0.05, so H_0 is rejected and H_1 is accepted . This is to signify that there is significant influence from climate teacher work and performance towards performance participant studied at SDIT Makassar City.

The results of the study at SDIT Makassar City showed that the work climate and teacher performance influenced student achievement through the level of job satisfaction. The results of the study This show that after compare mark significance (sig) with alpha (α), found that The Sig value is 0.000, according to with criteria set where Sig (0.000) $< \alpha$ (0.05). With Thus , the hypothesis zero (H_0) is rejected and the hypothesis alternative (H_1) is accepted . Findings This indicates that there is influence climate teacher work and performance through satisfaction Work to performance participant studied at SDIT Makassar city .

CLOSING

The results of the study show that work climate, teacher performance, and job satisfaction have an impact on student achievement: School Islam integrated in the city Makassar especially at SDIT Wahdah Islamiyah 01 and SDIT Qhurtuba show that the work climate increase and good teacher performance , Satisfaction high work contribute to the improvement performance participant educate . From the results of the study, it is seen that work climate, teacher performance, and job satisfaction affect student achievement. Therefore, here are some recommendations that can be considered by all parties involved in the results of this study:

1. It is necessary to encourage parents of students to create a pleasant learning atmosphere for their children, in order to improve student performance.
2. Teachers are expected to create climate teacher work and performance with existence satisfaction Work can increase performance participant educate participant educate .
Schools are expected to create a conducive working environment, which places emphasis on good performance, so that it can have a positive impact on students' learning achievements .

3. It is hoped that other researchers can be instructed to conduct more detailed or comprehensive research on this topic regarding work climate, teacher performance, and job satisfaction towards student achievement.

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