

THE EFFECT OF WORK FACILITIES AND LEADERSHIP STYLE TEACHER PERFORMANCE AT STATE 2 SMA SCHOOL BINJAI CITY

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ABSTRACT

SMA Negeri 2 Kota Binjai is one of the most favorite high schools in Binjai City and one of the oldest high school no. 2 in Binjai City so that researchers feel challenged to provide input and solutions to advance SMA Negeri 2 Binjai City. This study aims to examine the effect of work facilities and leadership style on teacher performance, which has a total sample of 70 respondents. This study uses multiple linear regression analysis with data processing using SPSS 22.0. The results of this study can be seen if work facilities and leadership style have a partial or simultaneous effect on teacher performance with a large coefficient of determination of 0.785 or 78.5% and it can be said that the close relationship between the independent variables and the dependent variable is strong. While the rest is in other factors.

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1. INTRODUCTION

Based on the results of the pre-survey, it can be seen that the performance of teachers at SMA Negeri 2 Binjai City is still quite low. This is indicated by the answers of respondents who disagree with the questions on the pre-survey questionnaire for the teacher performance variable. According to Sedarmayanti (2018), work facilities are all tools and materials encountered in the surrounding environment where a person works, work methods, and work arrangements both as individuals and as groups.

Based on the results of the pre-survey, it can be seen that the work facilities provided by the company are still not sufficient to really help and facilitate the completion of the employee's work. This is indicated by the answers of respondents who do not agree with the questions on the pre-survey questionnaire for the work facilities variable. This shows that the school has not provided adequate work facilities for employees so that employees do not feel very helped by the various facilities provided by the school. According to Rivai (2013) there are leaders who have more than one leadership style in achieving organizational goals. Leadership is the way a person leads and influences the behavior of his subordinates to want to work together and work professionally to achieve goals

Based on the results of the pre-survey, it can be seen that there is a leadership style problem at SMA Negeri 2 Binjai City. This can be seen from the disagreed answers to the questions on the questionnaire for the leadership style variable. Based on the description above, the authors are interested in discussing further in the form of research with the title "The Effect of Work Facilities and Leadership Styles on Employee Performance at SMA Negeri 2 Binjai City".

2. METHOD

In every large organization or small organization, it can be said that one of the most important resources is a human being who is an employee, laborer, or worker. The development of human resources in organizations is something that needs attention, because through the development of human resources, it is expected that performance is not an energy source. Human resource programs are needed for every employee, both at the time of entering a company or continuously following the demands of the job.

Training at the beginning of the job aims to improve the people who are in the organization are achieved well. In other words, the organization is not only able to provide satisfactory service but is also value-oriented.

Performance means Job Performance or Actual Performance or Level of Performance, which is the level of success of employees in completing their work. Performance is not an individual characteristic, such as talent or ability, but a manifestation of talent or ability. Performance is the embodiment of ability in the form of real work. Performance is the result of work achieved by employees in carrying out tasks and jobs that come from the company. Mathis and Jackson (2014) state that performance is basically what employees do or don't do in carrying out their work.

Work facilities are everything that is used or used by employees to carry out tasks that can facilitate and expedite the implementation of all work. Work facilities are very important for every company or organization, because the completeness of work facilities can support employee performance, such as in completing the tasks or responsibilities assigned to them. According to Ranupandjojo and Husnan (Anggraeni, Baharuddin, and Mattalatta, 2018:153), they argue that work facilities are a form of company service to employees in order to support performance in meeting employee needs, so as to increase employee productivity. According to Moenir (Munawirsyah, 2017: 47), work facilities are everything that is used, used, occupied, and enjoyed by employees both in direct contact with work and for smooth work. According to Husnan (Wahyuni, 2014:127), he argues that work facilities are the facilities and infrastructure needed to help employees to more easily complete work so as to improve their performance. The terms leader, leadership, and lead are basically derived from the same basic word, namely "lead". However the three of them are used in different context. The term leadership basically relates to the skills, abilities, and level of influence that a person has, therefore leadership can be owned by people who are not "leaders".

According to Edison et al (2016: 93), suggests that leadership style is the way the leader acts and or how he influences his members to achieve certain goals. According to Tampubolon (2012), leadership style is behavior and strategy, as a result of a combination of philosophies, skills, traits, attitudes, which are often applied by a leader when he tries to influence the performance of his subordinates. Leadership style is a certain way, pattern and ability used by a leader in behaving, speaking, and interacting to influence, direct, encourage, and control his subordinates in order to be able to do a job so as to achieve the goals of an organization. According to Rivai (2014) argues that leadership style is a set of characteristics used by leaders to influence their subordinates so that organizational goals are achieved or it can also be said that leadership style is a pattern of behavior and strategies that are preferred and often applied by a leader.

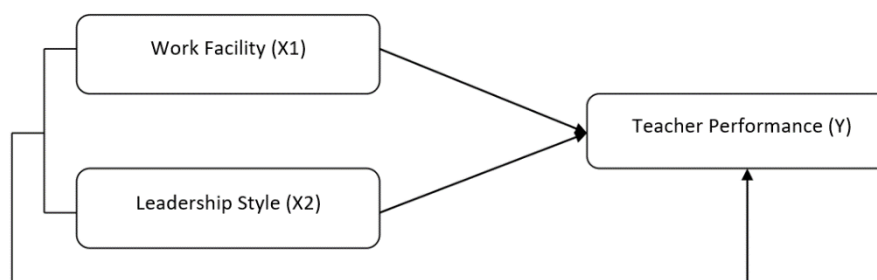
Conceptual Framework

The research conceptual framework explains theoretically the conceptual model of the research variables.

1. The Effect of Work Facilities on Teacher Performance According to Dessler (2015:40) "facilities are anything that can facilitate and expedite the implementation of an activity, the goal of which is to seek to procure advice and infrastructure through a careful and thorough planning system and then seek to use the suggestions. and infrastructure appropriately and efficiently". According to Mangkunegara (2015: 85) "work facilities are a form of service to employees in supporting performance. The achievement of organizational goals of increasing performance really gets attention. Performance as a result of work in accordance with their respective responsibilities in the context of achieving goals. Organizations should provide pleasant facilities for employees, such as places of worship, medical insurance, old-age insurance and so on".
2. The Effect of Leadership Style on Teacher Performance According to Siagian (2015:12) "the leadership style of a superior can also be assessed by employees, whether a leader can act well and can create comfort for employees at work or even worsen the work atmosphere, causing a lack of concentration in work. These things must be considered in order to improve employee performance in an organization. According to Sutrisno (2013:161), "leadership style also affects employee performance at work because leadership style is a way used by leaders in interacting with their subordinates. This interaction will make it easier for employees to carry out their work without things that are not understood. 3. The Influence of Work Facilities and Leadership Style on Teacher Performance According to Siagian (2015:89), "providing complete facilities is also one of the driving forces for work. An office must have various kinds of complete work facilities such

as office buildings, computers, tables, chairs, cabinets and other supporting facilities. According to Siagian (2015:12), "the leadership style of a boss can also be assessed by employees, whether a leader can act well and can create comfort for employees at work or even worsen the work atmosphere, causing a lack of concentration at work. These things must be considered in order to improve employee performance.

Based on the theory that has been stated above, the conceptual framework of this research can simply be described as follows:



The research approach in this study is quantitative/associative, namely "the data analysis uses inferential statistics, with the aim of knowing the effect of the independent variable and the dependent variable. This study aims to determine the relationship between two or more variables (Russiadi, 2014). This study discusses the effect of work facilities and leadership style on teacher performance at SMA Negeri 2 Binjai City. Place of Research This research was conducted at SMA Negeri 2 Binjai City which is located on Jln. Field No. 8 Rambung Dalam, South Binjai, Binjai, North Sumatra 20722. This study uses 2 (two) independent variables, namely the first independent variable is Work Facilities (X1), the second independent variable is Leadership Style (X2), and the dependent variable is Teacher Performance. The population in this study were teachers at SMA Negeri 2 Binjai City as many as 70 people. In this study, the authors conducted a census study because the population was above 40 and below 100 people. So the total sample is 70 people.

1. Validity Test Validity test is an instrument to test the validity of a data. Valid data has a high level of validity and vice versa, invalid data has a low level of validity.
2. Test Reliability Reliability test is a measurement tool that can be trusted or relied on. Reliable means, trustworthy and reliable. According to Manullang and Pakpahan (2014: 92), reliability is a tool to measure a questionnaire which is an indicator of a variable or construct.
3. Classical Assumption Test According to Manullang and Pakpahan (2014: 182) the classical multiple regression assumption test aims to analyze whether the regression model used in this study is the best model. The classical assumption test that is often used includes the normality test, multicollinearity test, and heteroscedasticity test.
4. Multiple Linear Regression Analysis According to Manullang and Pakpahan (2014:178), regression analysis aims to predict changes in the value of the dependent variable due to the influence of the value of the independent variable. The data analysis model used in this study is multiple linear regression. The purpose of using regression analysis in this study is to determine how much influence work facilities and leadership style have on teacher performance which can be calculated with the help of Statistical Product and Service Solution (SPSS) software.
5. T-test (Partial) According to Manullang and Pakpahan (2014:146), hypothesis testing is the most important data analysis because it plays a role in answering the research problem formulation and proving research hypotheses. The t-test was conducted to determine the partial effect of work facilities and leadership style on teacher performance at SMA Negeri 2 Binjai City.
6. F (Simultaneous) Test According to Manullang and Pakpahan (2014:144), before interpreting the statistical values obtained or before testing the hypothesis, specifically for inferential statistics, especially parametric, requires certain requirements, such as the data must be linear, the data must be normal. The F test was conducted to determine the simultaneous effect of work facilities and leadership style on teacher performance at SMA Negeri 2 Binjai City.

7. Coefficient of Determination (R^2) To find out the multiple correlation and the magnitude of the relationship between formal thinking and learning outcomes in history, it can be seen from the correlation value and the coefficient of determination (R^2)

3. RESULT AND DISCUSSION

Relationship of Work Facilities to Teacher Performance The results of this study indicate that work facilities have a positive and partially significant effect on teacher performance. The work facilities variable shows a positive and significant effect on teacher performance (coefficient value $t_{count} > t_{table}$, $5.800 > 1.660$ at 0.000 significant < 0.05). Then the hypothesis (H1) was previously accepted. Munawirsyah (2017), work facilities are everything that is used, used, occupied, and enjoyed by employees both in direct relationship with work and for smooth work. The author concludes that the results of this study are that the work facilities owned by the school must be improved again so that it can be useful and beneficial to achieve the desired target within the specified period.

The Relationship of Leadership Style to Teacher Performance The results of this study indicate that leadership style has a positive and partially significant effect on teacher performance. The leadership style variable showed a positive and significant impact on teacher performance (coefficient $t_{count} > t_{table}$, $5.948 > 1.660$ at 0.000 significant < 0.05). Then the previous hypothesis (H2) was accepted. Rivai (2014), leadership style is a set of characteristics used by leaders to influence their subordinates so that organizational goals are achieved. The author concludes that there needs to be awareness within the principal, so as to be able to encourage and maximize the abilities they have, so that subordinates produce better work in solving the problems of the work being done.

Relationship between work facilities and leadership style on teacher performance.

The results of this study indicate that work facilities and leadership style have a positive and significant effect simultaneously on teacher performance. It can be seen from the results of the simultaneous test in the table above that the coefficient value is obtained at $F_{count} = 53.720$ at a significant 0.000 . Thus, it can be concluded that work facilities and leadership style simultaneously (simultaneously) have a positive effect on teacher performance (coefficient value $F_{count} > F_{table}$ $53.720 > 3.13$ at significant $0.00 < 0.05$). So the previous hypothesis (H3) is accepted. Priansa (2018), teacher performance is the level of success of teachers in completing their work. Based on the results of the research above, it can be concluded that the previous research conducted by Aditya Irawan and Nanik Suryani entitled "The Influence of Leadership Style and Work Facilities on Employee Performance at the Regional Financial Management Agency (BPKD) of Subang Regency", is relevant and appropriate where the results of work facilities and leadership style has an effect either partially or simultaneously on teacher performance.

4. CONCLUSION

Based on the results of research that has been done by the author, it shows that work facilities partially have a positive and significant effect on teacher performance. Thus the results of research that have been carried out with results are directly proportional to the theory used in this study. Based on the results of the research that has been done by the author, it shows that the leadership style partially has a positive and significant effect on teacher performance. Thus the results of research that have been carried out with results are directly proportional to the theory used in this study. Based on the results, it is concluded that the effect of work facilities and leadership style simultaneously has a positive and significant effect on teacher performance. Thus the results of research that have been carried out with results are directly proportional to the theory used in this study. B.

Suggestion Regarding work facilities, the SMA Negeri 2 Kota Binjai School should add or expand teaching facilities such as infocus, WiFi networks, and infrastructure facilities such as increasing the number of teacher bathrooms so that teachers can carry out their duties properly and achieve school goals or targets. designated school. It is suggested to principals to adopt an ideal leadership style according to school conditions and avoid autocratic leadership models. Principals are expected to apply open leadership and transparency in various ways to increase trust in all teachers and employees. For further researchers, the results of this study can be used as comparison and reference material for research, and as consideration for further deepening further research.

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