

## INVOLVEMENT OF JOB SATISFACTION AS A MEDIATOR OF WORK MOTIVATION ON TEACHER PERFORMANCE

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**Abstract:** *A teacher's work is demonstrated by how well they do it. One way to achieve educational goals is for teachers to carry out their duties well. This research aims to determine how work motivation and happiness influence how well teachers do their work. This research is a quantitative study with teacher performance (y), work motivation (X1), and job satisfaction (X2). The population in this study were all teachers and employees of SMP Negeri 2 Banyudono. The data in this study consisted of primary and secondary data collected using questionnaires, documentation, and literature, which were analyzed using descriptive and inferential statistics. The results obtained are that work motivation and job satisfaction affect teacher performance.*

**Keywords:** *job satisfaction, motivation, performance*

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### 1. Introduction

The principal's leadership will affect teachers' performance in a school organization. Teacher performance is a manifestation of the work done by a teacher. Good teacher performance is a step towards achieving educational goals. Mangkunegara (2011) states that the performance of work results in the quality and quantity achieved by a person in carrying out their duties according to their responsibilities. Employees who feel cared for by the organization and are satisfied with their work will continue contributing significantly to the organization (Sutianingsih & Yuliyana, 2023). If it is associated with teachers, it can be said that teacher performance is the work teachers do in carrying out assigned tasks.

Optimal teacher (staff) performance is influenced by various factors, both internal and external, including communication and the use of information technology ((Mansyur et al., 2022)2021); compensation and work discipline (Jeremiah & Nuridin, 2022); (Yeremia & Nuridin, 2022); work motivation (Arifai, 2018) (Sutianingsih & Handayani, 2021), organizational culture, job satisfaction and organizational commitment (Arifai, 2018) (Sutianingsih & Handayani, 2021)(Mahardika & Wibawa, 2019) As revealed by Robbins (2001: 184), performance can also be affected by absenteeism, commitment, competence, productivity, motivation, and job satisfaction. Various factors affect individual performance. According to Gibson (in Cokroaminoto, 2007), employee performance is influenced by motivation, ability, and work environment factors. Work motivation and job satisfaction are important variables in improving teacher performance Eres (2010); Ghenghesh (2013) Ghodrati and Tabar (2013).

This study focuses on work motivation, job satisfaction, and employee performance. Work motivation refers to providing employees with encouragement or stimulation so they are willing to work voluntarily without being compelled to do so (Can & Yasri, 2016). According to Wibowo (2010), motivation can be defined as an encouragement derived from a sequence

of human behavioral processes that leads to achieving goals. Five different indications can affect the work motivation variable. Work motivation can be affected by these indicators. To begin, the indications of work motivation in this study include the compensation received, acceptance by the group, working circumstances, and promotions achieved. According to Alhamdi (2018), the indicators of work motivation in this study are also the indicators of work motivation. In addition to motivation, one of the factors that might influence an employee's performance is the degree to which they are satisfied with their employment.

According to Wibowo, S.E. (2010), a person's level of job satisfaction indicates the gap between the amount of recognition they receive from coworkers and the amount they believe they should receive from coworkers. Job satisfaction is a general attitude towards a person's job. To a large extent, a person's level of contentment is determined by the goals he or she has set for themselves. According to Rossani (2019), job satisfaction measures an employee's level of contentment with the job he or she now holds.

Hasibuan (2014) said there are five signs that someone is happy with their job. These signs are 1) liking work, meaning that a person likes his job because he can do it; 2) enjoys working; and 3) enthusiasm for work, an inner agreement that arises within a person or group of people. People achieve certain goals by the specified quality; 4) Discipline, namely a set of behaviors that show the values of loyalty, obedience, and order. 5) Work performance, namely how well a person carries out the tasks given to him based on skill, sincerity, and time.

### **Teacher Performance**

Performance is how an employee carries out his work or for his work. Increased employee performance will also influence or improve performance to achieve predetermined goals. Work results in the number and quality that employees can achieve by fulfilling their responsibilities as employees (Saskia & Arief, 2020). While the definition of performance. The Factors Influencing Teacher Performance are as follows: The school's physical environment, Incentives and salaries, and School policy

### **Work Motivation**

Hasibuan (2012), "Motivation is anything that makes people want to work hard and enthusiastically to get the best results." Motivation can be influenced by internal factors as well as external factors. According to Uno (2007), internal factors that influence work motivation include carrying out tasks with clear targets, having clear and challenging goals, responsibility in carrying out tasks, having feedback on the results of their work, trying to outperform other people and prioritize the achievements of the activities they carry out, while external factors include efforts to meet life needs and work needs, are happy to get awards for what they do, work with the hope of getting incentives, attention from friends and superiors. According to Siagian (2011), motivational indicators are willpower, drive, obligation, responsibility, and purpose.

### **Work Satisfaction**

Job satisfaction is a person's perspective on his work. The main factors affecting job satisfaction are implementing a fair reward system, high-challenge jobs, pleasant co-worker attitudes, and conducive working situations and conditions. Job satisfaction indicators include the freedom to work individually, the freedom to use free time during working hours, the salary received following expectations, the leadership style that is the direct superior, and the freedom to apply applicable regulations (Siagian, 2015).

## **2. Research Method**

This research was conducted at SMP Negeri 2 Banyudono with variables in teacher performance, work motivation, and job satisfaction. Subyek penelitian sebanyak 46 teacher. The data was collected using questionnaires, documentation, and literature. Data analysis used in this study includes descriptive and regress. The conceptual framework of this research is as follows:

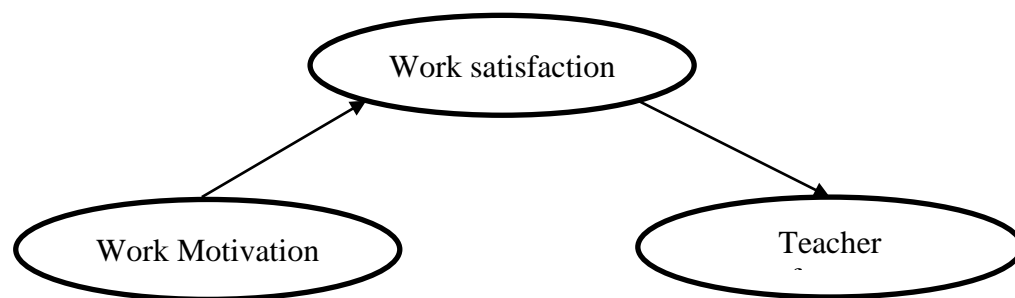


Figure 1: Conceptual framework

Based on this framework, it is known that work motivation affects teacher performance both directly and through job satisfaction. Suryabrata (2000) and Siagian (1995) stated that motivation drives a person to do an activity. From various definitions of motivation, there are several elements, including wants, expectations, needs, goals, goals, drives, and incentives. The results of research conducted by Sari and Sulistiyo (2022), Tetuko (2012), Alhusaini et al. (2020), and Helniha (2019) show that work motivation affects teacher performance.

Riset Sari et al. (2022). Helniha (2019) and Werang (2014) (Sutianingsih et al., 2021) show that job satisfaction affects individual performance. Tetuko (2012) states that work motivation significantly affects job satisfaction. Sari et al. (2022), Tetuko (2012, Alhusaini et al. (2020), Helniha (2019) (Sutianingsih & Yuliyana, 2023) Work motivation affects performance through job satisfaction.

## **3. Results and Discussion**

### **3.1. Results**

#### **Description of Responden**

SMP Negeri 2 Banyudono Boyolali Regency, address Jl. Jembungan, Banyudono, Boyolali. Principal Drs. Agus Winarno, M.Si. Year of establishment/operation: 1968. Land

size/Land status: 5203 m<sup>2</sup> / Right of use. Luas Building: 2853 m<sup>2</sup>. Researchers use descriptions of respondents to provide information reviewed by category: gender, age, and education level. The following is a descriptive statistical table of respondents: Based on these results, at SMP Negeri 2 Banyudono, Boyolali Regency, there were 46 respondents.

**Table 1. Description of Respondents by Gender**

Gender	Qty	Per cent
Male	23	50%
Female	23	50%
Count	46	100%

The respondents, it can be seen that the male respondents are as many as 23 respondents (50%) and women as many as 23 respondents (50%). Based on this analysis, it can be seen that in SMP Negeri 2 Banyudono, Boyolali Regency, Central Java, there were 46 female respondents.

**Table 2. Description of Respondents by Age**

Age	Qty	Per cent
≤30	3	6,52%
30-39	11	23,91%
40-49	5	10,86%
50-60	27	58,69%
Count	46	100%

In the research, it can be seen that respondents aged less than 30 as many as three respondents (6.52%), 30-39 years as many as 11 respondents (23.91%), 40-49 years as many as five respondents (10.86%), 50-60 years as many as 27 respondents (58.69%). Based on this analysis, were 46 respondents in SMP Negeri 2 Banyudono, Boyolali Regency, Central Java, there were 46 respondents.

**Table 3. Description of Respondents by Educational Level**

Education	Qty	Per cent
Diploma	4	8,69%
S1	41	89,13%
S2	1	2,17%
Count	46	100%

The respondents with high school education were four respondents (8.69%), S1 as many as 41 respondents (89.13%), S2 as many as one respondent (2.17%). Based on this analysis, were 46 respondents in SMP Negeri 2 Banyudono, Boyolali Regency, Central Java, there were 46 respondents.

### **Hypothesis Testing**

Based on regression analysis, work motivation affects teacher performance, and the coefficient value of work motivation is 0.313, which is positive. The calculated t value of work

motivation is 3.676, and the value of Sig. 0.001 < 0.05. The effect of work motivation is vital because the significance level is 0.001, which is smaller than alpha  $\alpha = 0.05$ . This shows that work motivation positively and significantly affects teacher performance.

Job satisfaction also influences teacher performance, with the coefficient of job satisfaction being 0.674, which is positive. The calculated t value of job satisfaction is 7.924, and the value of Sig. 0.000 < 0.05. The effect of job satisfaction is vital because the significance level is 0.000, smaller than alpha  $\alpha = 0.05$ . This shows that job satisfaction positively and significantly affects teacher performance.

Work motivation affects job satisfaction, with the coefficient of work motivation being 0.827, which is positive. The calculated t value of work motivation is 9.769, and the value of Sig. 0.000 < 0.05. This shows that work motivation has a positive and insignificant effect on job satisfaction.

Furthermore, work motivation affects teacher performance through job satisfaction. It has a direct effect on work motivation and teacher performance. Based on the results of calculations in the Sobel Test Calculator for Significance of Mediation application, the t-value is 6,107 or more significant than the t-table, with a significance level of 0.05, namely of 1,679 and a two-tailed probability or p-value of 0.000 < 0.05. Thus, job satisfaction significantly affects work motivation and teacher performance.

### **3.2. Discussion**

The test results show that the first hypothesis (H1) can be accepted because the value obtained from the count statistical test is 3.676 higher than that obtained from the table, 1.679, and significant. The obtained value was 0.001, lower than the significance level used, namely 0.05. Apart from that, the significance level used is 0.05. Based on the information presented above, it can be concluded that work motivation influences teacher performance, with a regression coefficient of 0.326 for work motivation. The findings of this study are consistent with the findings of research conducted by Sembiring Tanjung (2021), who claims that there is a connection between being motivated to work and improved teacher performance.

The test results show that hypothesis (H2) can be trusted because the calculated t statistical test value obtained is 7.924, higher than the t table value of 1.679, and the value obtained is 0.000, which is lower than the significance level used namely 0.05. Based on the information above, it can be concluded that a teacher's level of job satisfaction influences his overall performance, with a work motivation regression coefficient value of 0.612. Based on research conducted by Martha and Miawan Putra (2020), which suggests that job satisfaction influences teacher performance, the findings of this research align with these findings.

The test results show that the third hypothesis (H3) should be accepted because the calculated t statistical test value obtained is 9.769, where this number is greater than the t table value of 1.679. The significance value obtained is 0.000, which is lower than the significance level used was 0.05. In addition, the significance value obtained is greater than the t-table value obtained, equal to 0.000. Based on the information above, it can be concluded that a person's level of work motivation influences job satisfaction, with a work motivation regression coefficient value of 0.949. According to research conducted by Rahman et al. (2018), which states that there is an influence of work motivation on job satisfaction, the findings of this study are those found in this research.

The calculation results in the Mediation Significance Sobel Test Calculator application show that the calculated t value is greater than the t table with a significance level of 0.05, namely 1.678, and a two-sided probability value or p-value of 0.000 - 0.05, the test results show that the fourth hypothesis (H4 ) acceptable. Therefore, job satisfaction has a significant effect in moderating the relationship between work motivation and teacher performance. The findings of this research are consistent with the findings of a study conducted by (Lantara, 2019). The research found an indirect relationship between work motivation and employee performance through job satisfaction.

#### **4. Conclusion**

Based on the analysis of the research findings above, it can be said that teacher performance is influenced by work motivation and work motivation. Conversely, teacher success is influenced by work motivation through job satisfaction.

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