INFLUENCE OF INTEGRITY, WORKING ENVIRONMENT AND WORK MOTIVATION THROUGH TEACHERS' JOB DISCIPLINE (STUDY IN JUNIOR SECONDARY SCHOOL TEACHERS OF SIAK REGENCY)

Khairul Anuar

A Supervisor of Junior Secondary School in Educational Department at Siak Regency
Jakarta State University, Jakarta, Indonesia
khairulanuarsm@gmail.com

Abstract

On the implementation of the built supervision and books on some school principals in Siak, teacher attendance rates below 90% in one month. The research's objective was to find out the whether influence or not between integrity, working environment and work motivation through job discipline. This research was conducted by using a quantitative research. A method used was survey and path analysis technique The population was teachers in Private Junior Siak who are still on active duty in 2015/2016 with a total of 108 teachers from six junior secondary schools in Siak. The results of this research are $\rho^{y1} = 0.205$, $\rho^{y2} = 0.316$, $\rho^{y3} = 0.309$, $\rho^{x1x3} = 0.507$, and $\rho^{x2x3} = 0{,}201$. The result showed that the integrity, working environment and work motivation, positive effect on job discipline of teachers, as well as the integrity and working environment positive effect on work motivation.

Keywords: *Integrity, Working Environment, Work Motivation, Job Discipline, Siak Regency.*

INTRODUCTION

Background

The quality of education is an issue that has long discussed in educational institutions in Indonesia. But this problem is not finished and found a solution. When we look, the problem is a problem of education that has relevance to aspects quite extensive. The education issues as the output can be influenced by the input of the elements in the transformation and the environment. Input factors have diverse components and characteristics of such aspects of intelligence, emotion, perception, motivation, physical and health. These aspects determine the transformation process or a learning process that will ultimately determine the output of the educational institutions concerned.

A simple transformation component includes teachers, students, institutional facilities, curriculum and school principals. This component has a very important function in determining the quality of output as a picture of the quality of schools. Another thing that cannot be ignored are the environmental factors the family environment and the working environment. A good working environment will provide a pleasant working atmosphere so that the rules that have been agreed can be implemented properly. However, they encountered a work environment that is not conducive to improving job discipline teachers.

The job discipline teachers can be realized through the fulfillment of the needs of teachers. With the fulfillment of the needs of teachers will arise the motivation of teachers to carry out the task as well as possible. According to As'ad (2003: 106), often employees are motivated to do a good job, would improve the quality desired. Due to the size of a person's productivity. When teachers have a high motivation to work, teachers will be eager, attentive and participate in a task or activity organized by the school.

Based on the observations of researchers, on the implementation of the supervision and books built on some school principals in Siak Regency, there are teachers who leave the workplace to various reasons. In some schools, teacher attendance rates below 90% in one month. From the discussions, there are teachers who have a low job discipline. It evidenced by the presence of teachers who are lazy, procrastination, often lamented, indifferent to the assignment, did not go without explanation, often late to class, difficult to work with, preferes to work alone and did not share information each other. It identified the fact that the teachers' job discipline in Junior Secondary School in Siak Regency needed to be improved.

That condition is contrary to the role of teachers as educators become role models for learners and the environment. Therefore, the teachers must have certain quality standards that include responsibility, authority, independence and discipline. This is in line with expectations of the government in Siak Regency that is keen to promote education. Low job discipline teacher is certainly going to interfere with the achievement of educational goals of the school. Conversely, a high job discipline will determine the success of the business and learning process in schools.

Efforts to improve job discipline, the teacher cannot be separated from the integrity, working environment and work motivation. It is an important factor and is very influential in the effort to achieve organizational goals. With the integrity, teachers can carry out all their duties well, having the understanding of the process of having experienced and loyal to the commitments made despite having to bear the risk. In addition, the working environment and motivation that will add to the spirit of the work. To create these three things, a teacher must accept others beyond themselves with what is, in order to realize the harmony in a good working atmosphere and harmony to improve job discipline in order to achieve organizational goals. To achieve the goals of the organization, the school not only consider factors that exist within the organization, but also must consider factors that are outside the organization of the school is a comfortable working environment.

Research Questions

Based on the background already described above, the research questions in this research are as follows:

1. Is the integration a direct effect on the job discipline?
2. Is the work environment directly affects the job discipline?
3. Is the motivation to work directly affects the job discipline?
4. Is the integration directly affecting the work motivation?
5. Is the work environment directly affects the work motivation?

Job Discipline

According DeCenzo and Robins (2010: 97), discipline refers to a condition in the organization when employees conduct themselves in accordance with the organization's rules and standards of acceptable behavior. Then, it is supported by Bratton and Gold (2012: 58) who says that discipline can be defined as the process that maintain employee compliance with the rules in order to produce a controlled and effective performance. The purpose of discipline in the workplace is threefold: improvement is that the disciplinary process is seen as one of the counseling sessions with the disobedient employee back to acceptable behavior, punishment is that the disciplinary process is seen as being about imposing penalties, and deterrent is that the process is seen as educational to deter and others.

The types of job discipline problems often occur include attendance, behavior in the workplace, dishonesty and outdoor activities (Robbins and Coulter, 2005: 635). From these opinions, it has seen a lot of factors that cause an organization job discipline. Cascio (1995: 505) says that the employee discipline is the final area of contract administration that we shall consider. There are six aspects to tackle the problem of job discipline, namely (a) do not take easily delay; (B) see to it that employees understand the rules; (C) show awards for attendance and punctuality are striking; (D) watch it a habit of coming late; (E) emphasize the importance of each individual for information; and (f) lead with examples (Black, 1993: 160).

Integrity

Integrity is a process differences on difficult decisions such as what is right and wrong and then demanded action consistent with what has been taken from that decision. Integrity also requires leaders that they pay attention to other types of candor. Each individual who integrate should be someone who likes to do moral considerations (Carter, 1999: 10). According to John (1995: 109-126), there are some characteristics that describe the integrity of a person that is honest, patient, responsible, mature, trustworthy, loyal or obedient to rule, to produce something valuable not only for himself but also others and not corruption.

Integrity can be defined into three key actions that can be observed. First, it shows the honesty that is working with others honestly and properly, present data and information is complete and accurate. Second, fulfill the commitment is to do what it has promised and did not spill the

beans. Third, behave consistently is not pointing the gap between words and deeds. These three things can be emphasized that the leadership deal in a matter of integrity (Thomas, 2009).

The quality of integrity reflects a set of values, processes and strategies to do things right, genuine concern on the internal and external customers, and deep commitment to the community in the school work. Improved quality is a long-term growth strategy and strategy for the short term (Thomas, 2009). Without integrity, motivation becomes dangerous; without motivation, capacity becomes helpless; without capacity, understanding is limited; without understanding, knowledge is meaningless; without the knowledge, the experience of being blind. Integrity is the compass that directs behavior. Integrity is the overall picture of the person. The most important factor in a person's leadership is because (1) the integrity of building trust, (2) the integrity has a value of high impact, (3) the integrity requires the achievement of high standards of achievement, (4) the integrity generate a strong reputation, and (5) the integrity is a feat achieved with hard work. The integrity is the result of self-discipline, inner confidence and decided to be totally honest in all situations of life (John, 1995: 41-47).

Working Environment

According to Richard (2010: 65), the environment that includes the elements within the organization boundaries. It is composed of current employees, especially management and corporate culture, the which defines employee behavior. The opinion was reinforced by Jones (2010: 81), the environment is the set of pressures and forces surrounding an organization that have the potential to affect the way it operates and its ability to acquire scarce resources. The scarce resources include the raw materials and skilled employees and organization needs to produce goods and services the information. It needs to improve its technology or decide on its competitive strategy and the support of outside stakeholders.

The benefits of working environment that is designed properly and well is one of the strategies to manage employees to improve productivity and quality of work (Sjafri, 2011: 130). The strategy work environment includes (1) a reduction in the physical gestures are repeated, (2) adjusting the light with ambient conditions of work, (3) using the color space pleasant work, (4) provide a private room and work space comfortable, and (5) providing a place of rest. Meanwhile, dysfunctional work environment will make the employees' distress in the work that makes them feel uncomfortable to longer work in such an environment. The characteristics of dysfunctional

work environment among others, are a dangerous work environment, for example, temperature, air quality, excessive overtime and so on (Stephen, 2009: 203).

Work Motivation

According to Michael (2006: 236), motive is a reason for doing something. Motivation is concerned with factors that influence people to behave in Certain ways. The three components of motivation are (a) directive, what a person is trying to make the effort; (B) how hard a person is trying; and (c) persistence, how long a person keeps on trying. So, motivated with a desire that is in a person who stimulates to perform a certain action and endurance behavior or how long the person was continuously behaving in a certain way. People differ reviews their ability not only to do, but also in their will or motivation. The motivation of people depends on the strength of reviews their motives. The motives are sometimes defined as needs, wants, drives or impulses within the individual. The motives are directed toward the goals, the which may be conscious or subconscious. The motives are the "why is" of behavior (Paul and Ken, 2006: 19).

A person's work motivation is key determinant of his or her behavior on the job. Motivation Refers to all of the forces operating within a person to couse him or her to want to engage in certain kinds of behavior rather than others. Even if all the jobs, reviews these factors will amount to nothing unless the person is motivated to perform well. A person's motivation was influenced by his or her attitudes, beliefs, needs, and goals (Hugh and Daniel, 1986: 25). There are three basic components that person's motivation to work hard, he survived on his work and it directs behavior toward appropriate goals (Locke and Latham, 2008: 96-111). The following figure summarizes the theoretical flow of work motivation.
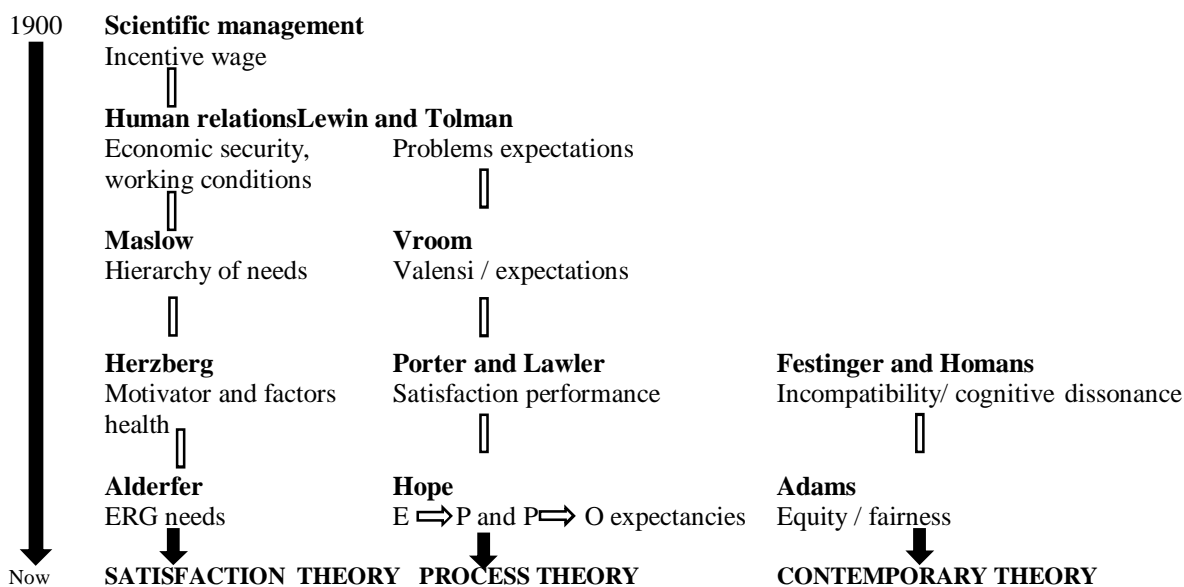
1900   **Scientific management**
         Incentive wage

         Human relationsLewin and Tolman
         Economic security,   Problems expectations
         working conditions

         Maslow   **Vroom**
         Hierarchy of needs   Valensi / expectations

         Herzberg   **Porter and Lawler**   **Festinger and Homans**
         Motivator and factors   Satisfaction performance   Incompatibility/ cognitive dissonance
         health

         Alderfer   **Hope**   **Adams**
         ERG needs   E ⟹ P and P ⟹ O expectancies   Equity / fairness

Now   **SATISFACTION THEORY   PROCESS THEORY   CONTEMPORARY THEORY**

Figure 1. Theoretical Development of Work Motivation

In addition to the need for integration, a comprehensive assessment of the status, work motivation theory also expressed the need for contingency model and the process of social groups (Terence, 1982: 86). At present, the theory has explained the process of satisfaction and motivation to work and research on the theory of equity and justice organizations continue to do. However, there is no theory that fully agreed. Theory of work motivation determines what motivates people at work.

Based on the above concepts, motivation is an urge, morale, will and desire that drives a person to perform his duties in order to achieve objectives with indicators such as the willingness to work hard, desire to succeed, strive towards excellence of work, personal development and perform tasks well.

METHODOLOGY

This research was conducted by using a quantitative research. A method used was survey and path analysis technique. The method used to collect data from respondent about these variables such as integrity variable, working environment variable, work motivation variable and job discipline variable. There is an influence of constellation through every variable:
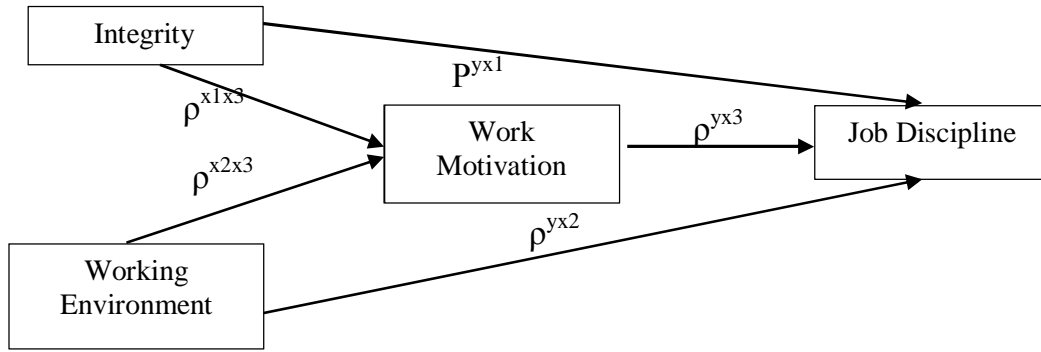
Figure 2. Path Diagram Showing a Model of Causal RelationshipAnalysis among each Research Variable

Information:

ρ^{yx1} : Path coefficient in the influence of integrity to job discipline

ρ^{yx2} : Path coefficient in the influence of working environment to job discipline

ρ^{yx3} : Path coefficient in the influence of work motivation to job discipline

ρ^{x1x3} : Path coefficient in the influence of integrity to work motivation

ρ^{x2x3} : Path coefficient in the influence of working environment to work motivation

The research hypothesis as follows:

a. Statistical hypothesis for the first research question

$H_0 : \beta_{y1} \leq 0$

$H_a : \beta_{y1} > 0$

b. Statistical hypothesis for the second research question

$H_0 : \beta_{y2} \leq 0$

$H_a : \beta_{y2} > 0$

c. Statistical hypothesis for the third research question

$H_0 : \beta_{y3} \leq 0$

$H_a : \beta_{y3} > 0$

d. Statistical hypothesis for the fourth research question

$H_0 : \beta_{x1x3} \leq 0$

$H_a : \beta_{x1x3} > 0$

e. Statistical hypothesis for the fifth research question

$H_{0 : } \beta_{x2x3} \leq 0$

$H_{a : } \beta_{x2x3} > 0$

Information:

H_0 : Null hypothesis

H_a : Alternative hypothesis

β_{y1} : The positive influence of integrity to job discipline

β_{y2} : The positive influence of working environment to job

   discipline

β_{y3} : The positive influence of work motivation to job

   discipline

β_{x1x3} : The positive influence of integrity to work motivation

β_{x2x3} : The positive influence of working environment to

   work motivation

The research population was teachers in Private Junior Secondary Schools in Siak Regency who are still on active duty in 2015/2016. Below are details of the name of the school and the number of teachers:

Table 1. Research's Sample

No.	School Name	Total Number of Teachers
1	SMPN 1 Siak	24
2	SMPN 1 Tumang	11
3	SMPN 1 Lubuk Dalam	24
4	SMPN 2 Lubuk Dalam	13
5	SMPN 1 Tualang	24
6	SMPN 10 Tualang	12
Total		108

Researchers used Slovin formula to determine the sample size in the research. Slovin formula is:

$$n = \frac{N}{1 + Ne^2}$$

By using the critical value (limit accuracy) of 5% or 0.05, the sample size of this research are:

$$n = \frac{108}{1+(108)(0,05)^2} = 85 \ teachers$$

Techniques used in sampling is by proportional random sampling, which is taking a proportionately regardless strata that exist in the population. Then, look for a stratified sample of formula (n = (Ni: N) .n). Data was collected using a questionnaire with a scale of assessment. Instruments tested before use in research. Testing these instruments includes test validity and test reliability. From the test results, it obtained grains instrument valid and invalid. The invalid instrument discarded or not used in the research.
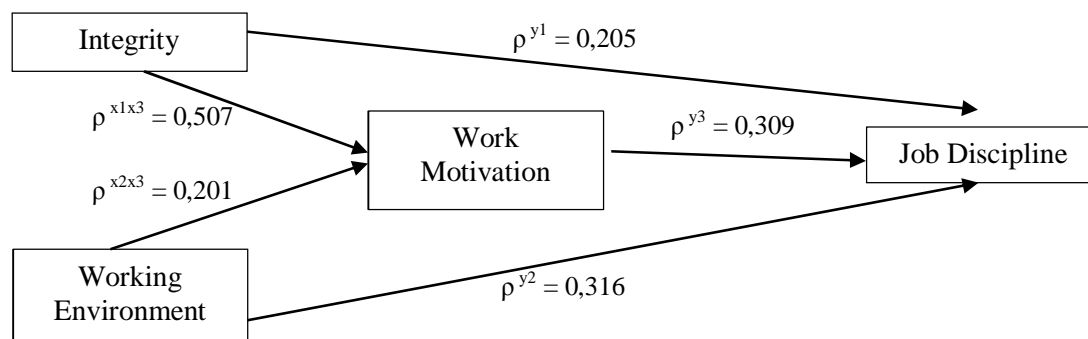
RESULT

Table 2. Summary of Estimated Error Analysis Normality Test

Estimated Regression Error	n	L_{count}	L_{tabel} $\alpha = 0.05$	Information
Y on X_1	85	0,084	0.096	Normal
Y on X_2	85	0,072	0.096	Normal
Y on X_3	85	0.088	0.096	Normal
X_3 on X_1	85	0,050	0.096	Normal
X_3 on X_2	85	0.045	0.096	Normal

Table 3. Summary of Correlation Coefficient and Significance Path

No.	Correlation Coefficient		Path Coefficient		Significance Path			Decision	Hypothesis
					F_{count}	F_{tabel} $\alpha = 0.05$	F_{tabel} $\alpha = 0.01$		
1	r^{y1}	0.581	ρ^{y1}	0.205	1,848	1,663	2.372	Significant	H_0 is rejected, H_1 is accepted
2	r^{y2}	0.588	ρ^{y2}	0,316	3,162	1,663	2.372	Significant	H_0 is rejected, H_1 is accepted
3	r^{y3}	0.593	ρ^{y3}	.309	2,970	1,663	2.372	Significant	H_0 is rejected, H_1 is accepted
4	r^{x1x3}	0,624	ρ^{x1x3}	0.507	4.888	1,663	2.372	Significant	H_0 is rejected, H_1 is accepted
5	r^{x2x3}	0,459	ρ^{x2x3}	0,201	1,934	1,663	2.372	Significant	H_0 is rejected, H_1 is accepted

**Figure 3. Final Model Diagram Path of Integrity,
Working Environment, Work Motivation to Job Discipline**

DISCUSSION

Based on the results of the research hypothesis testing, a few things need to be discussed further. The results showed that the integrity, working environment and work motivation, positive effect on job discipline of teachers, as well as the integrity and working environment positive effect on work motivation. Testing the hypothesis is proven after comparing t $_{count}$ > t $_{table}$. Proven hypothesis is also supported by relevant research.

Based on this research, the integrity of the variable path coefficient greater impact in improving job discipline teachers than work environment and work motivation. Given the integrity bigger role in improving job discipline teachers, the principals to cultivate an attitude of integrity in accordance teacher gives credence way so that teachers can work according to the agreed rules. Their coordination and evaluation of teachers routinely programmed properly, it will lead to the commitment of teachers who themselves will give birth to discipline teachers.

A positive work environment can affect the quality education and moral formation and a positive attitude for all personnel in educational institutions. This condition is very supportive of higher learning achievement. Good working environment will appreciate all its members and continues to create a variety of quality-oriented changes in serving the needs of their students. A good working environment will bring positive rules and the rules are followed by members of the organization and thus creating a discipline.

To increase the motivation to be more impact on job discipline, it takes a positive outlook and attitude of teachers towards their work. Things need to be done was to get teachers to work energetically. Motivation created a form of reaction to the human needs that lead to the existence of the self is a desire for something that has not been fulfilled in his life that compelled to take action in order to fulfill his wishes. With the fulfillment of the needs of teachers, will encourage teachers to work to perform his duties better and more responsible. If this is done consistently and continuously will become a habit that will improve job discipline.

To improve the integrity of the work that has more impact on work motivation is to carry out the principles of moral and ethical with full confidence. If this is done consistently and continually become habits that enhance work motivation.

Employees feel satisfied or dissatisfied with their work environment. When they are satisfied, so-called positive working environment. When needs are not satisfied, the work environment is called negative. The main assumption of human relations action is sustained high achievement of organizational goals may only be achieved in a positive work environment. Thus, a good working environment will enhance work motivation.

CONCLUSION

Based on the research and discussion above, it can be concluded as follows: (1) the integrity of a positive direct impact on job discipline teachers. This means that by increasing the integrity of teachers continuously will result in increased job discipline teachers; (2) a positive working environment has a direct influence on the teachers' job discipline. Thus, the working environment proved to directly influence the job discipline teachers. That is, a good working environment will improve the job discipline teachers; (3) work motivation, positive direct effect on the job discipline teachers. So, work motivation shown to directly influence the job discipline teachers. That is, the high motivation will increase teachers' job discipline; (4) the integrity of the positive direct effect on work motivation of teachers. Thus, proven integrity directly influence the work motivation of teachers. That is, the high integrity will lead to increased employee motivation; and (5) a positive working environment has a direct influence on work motivation of teachers. Thus, the working environment proved to directly affect the work motivation of teachers. That is, a good working environment will lead to higher work motivation.

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