

THE INFLUENCE OF PROFESSIONAL COMPETENCY AND MOTIVATION TO TEACHER PERFORMANCE WITH ORGANIZATIONAL COMMITMENT AS MEDIATING VARIABLE
(Empirical study on Teachers of 15 State Senior High School, Semarang, Central Java, Indonesia)

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ABSTRACT

This study is aimed to examine and analyze the influence of professional competency and motivation to teacher performance with organizational commitment as mediating variable on teachers of 15 State Senior High School, Semarang, Central Java, Indonesia. This research uses field research with quantitative approach. The population in this study is 60 teachers of 15 State Senior High School, Semarang. All of the total population is taken as sample. The analysis is conducted using multiple linear regression. Regression test is done to test hypothesis and mediation effect. The result of this study shows that (1) Professional competency positively significantly influences organizational commitment; (2) Motivation positively significantly influences organizational commitment; (3) Professional competency positively significantly influences teacher performance, (4) Motivation positively significantly influences teacher performance, (5) Organizational commitment positively significantly teacher performance, (6) Organizational commitment does not mediate the influence of professional competency to teacher performance, (7) Organizational commitment does not mediate the influence of motivation to teacher performance

Keywords: professional competency, motivation, organizational commitment, teacher performance

INTRODUCTION

Improvement of education quality is done starting from improvement of teachers' quality. In Indonesia, education is ruled in constitution of National education about Teachers and Lecturers chapter 1 verse 1 (Depdiknas, 2005).

Robet Bacal (2005) stated that teacher performance is defined as result of teacher's work based on job tenure, experience, and professionalism in cooperation with head master and students.

National Education Minister Regulation no.16 (Permendiknas, 2007) stated that professional competency is a set of abilities supposed to be owned by teacher in order to fulfill national standard teacher qualification and competency. While according to Suyanto (2013), professional competency is skill and ability of teacher in doing his obligation to reach the goal.

According to Meyer et.al (2002) and Luthans (2011), Organizational Commitment is an attitude reflecting whether an employee likes or dislikes the organization. Steers (1977) stated that commitment is related to intention to stay in the organization.

The studies by Siburian (2013) stated that motivation positively influences organizational commitment. On the opposite, Tella (2007) and Hasnain (2013) stated that motivation does not influence organizational commitment. Therefore, this study is inspired to do research on the influence of professional competency and motivation to teacher performance with organizational commitment as mediating variable.

Some of teachers teaching at 15 state senior high school do not show optimal performance such as not coming to school, coming late, and leaving classroom with unacceptable excuse.

LITERATURE REVIEW

Professional Competency

According to Yamin & Maisah (2010), professional competency is ability of teacher comprehension according to curriculum, structure, and methodology of subject.

Teacher Performance

Robet Bacal (2005) stated that teacher performance is continual communication process done between teachers and students, and among headmaster, teachers and students.

Hasibuan (2003) said that teacher performance is work result of teacher in doing his job and responsibility based on his skill, experience, and diligence.

Hypothesis

H₁ : Professional Competency positively significantly influences organizational commitment

H₂ : Motivation positively significantly influences organizational commitment

H₃ : Professional Competency positively significantly influences teacher performance

H₄ : Motivation positively significantly influences teacher performance

H₅ : Organizational commitment positively significantly influences teacher performance

H₆ : Organizational commitment as mediates the influence of professional competency to teacher performance

H₇ : Organizational commitment mediates the influence of motivation to teacher performance

RESEARCH METHOD

Population in this study is all of 60 teachers of 15 state senior high school, Semarang, Central Java.

This study is descriptive analysis aimed to explain the relation among variables through hypothesis test.

Primary data is used in this study gained directly from respondents. The primary data is taken from questionnaire distributed to all teachers of 15 state senior high school.

Multiple linear regression is used to analyze the data in this study. Validity and reliability test are conducted to test the instrument. Factor analysis is used for validity test. Loading factor value of each item has to be over 0.4. Besides, sample adequacy of each variable uses KMO (Kaiser-Meyer-Olkin) value. KMO value has to be over 0.5. Reliability test is conducted on each variable using cronbach alpha value. Cronbach alpha value has to be over 0.7. Normality test is conducted using Kolmogorov-Smirnov test. After that F test and R² test are done to test goodness of fit model. It is continued with hypothesis test and mediation effect test.

RESULT AND DISCUSSION

The questionnaire is distributed to 60 teachers of 15 state senior high school, Semarang, Central Java.

Validity Test

Validity test on professional commitment shows that KMO and Bartlett's value is $0.906 > 0.5$. It means that the sample is adequate. Loading factor value of each indicator is over 0.4. It indicates that all indicators are valid and proper to be used to measure the variable.

Validity test on motivation shows that KMO and Bartlett's value is $0.933 > 0.5$. It means that the sample is adequate. Loading factor value of each indicator is over 0.4. It indicates that all indicators are valid and proper to be used to measure the variable.

Reliability test

Cronbach alpha value of professional competency is $0.956 > 0.7$. It means that the instrument of professional competency is reliable.

Cronbach alpha value of motivation is $0.968 > 0.7$. It means that the instrument of motivation is reliable.

Cronbach alpha value of organizational commitment is $0.980 > 0.7$. It means that the instrument of organizational commitment is reliable.

Cronbach alpha value of teacher performance is $0.961 > 0.7$. It means that the instrument of teacher performance is reliable.

Normality test

Normality test is to test whether both dependent and independent variable are distributed normally or not. (Ghozali : 2013).

Normality test 1

According to data analysis result, the data is distributed normally. Asymp. Sig value on regression 1 is $0.476 > 0.05$.

Normality test 2

According to data analysis result, the data is distributed normally. Asymp. Sig value on regression 1 is $0.961 > 0.05$.

Goodness Fit Model

F test model 1 shows significance value $0.000 < 0.05$. It means that professional competency and motivation simultaneously influence organizational commitment. F test model 2 shows significance value $0.000 < 0.05$. It means professional competency, motivation, and organizational commitment simultaneously influence teacher performance.

R^2 value model 1 is 0.798. It means that 79.8% of R^2 explains model 1 (The influence of professional commitment and motivation to organizational commitment).

R^2 value model 2 is 0.952. It means that 95.2% of R^2 explains model 2 (The influence of professional commitment and motivation to teacher performance with organizational commitment as mediating variable).

Hypothesis test

The Influence of Professional Competency to Organizational Commitment

Regression analysis test shows that professional competency positively significantly influences organizational commitment ($\beta = 0.276$ and $\text{sig} = 0.034 < 0.05$). Hypothesis 1 is accepted.

The Influence of Motivation to Organizational Commitment

Regression analysis test shows that motivation positively significantly influences organizational commitment ($\beta = 0.643$ and $\text{sig} = 0.000 < 0.05$). Hypothesis 2 is accepted.

The Influence of Professional Competency to Teacher Performance

Regression analysis test shows that professional competency positively significantly influences teacher performance ($\beta = 0.242$ and $\text{sig} = 0.011 < 0.05$). Hypothesis 3 is accepted.

The Influence of Motivation to Teacher Performance

Regression analysis test shows that professional competency positively significantly influences teacher performance ($\beta = 0.400$ and $\text{sig} = 0.000 < 0.05$). Hypothesis 4 is accepted.

The Influence of Commitment Organizational to Teacher Performance

Regression analysis test shows that commitment organizational positively significantly influences teacher performance ($\beta = 0.646$ and $\text{sig} = 0.000 < 0.05$). Hypothesis 3 is accepted.

Mediation test

Mediation test shows that organizational commitment does not mediate the influence of professional competency and motivation to teacher performance.

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