Analysis of the Factors Influencing Teacher Work Motivation at Madrasah Ibtidaiyah Negeri 2 Kerinci

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Abstract

This study aims to analyze the factors that influence the work motivation of teachers in Madrasah Ibtidaiyah Negeri 2 Kerinci. The research was conducted using a multiple linear regression analysis approach to determine the significance of the factors affecting the work motivation of teachers. The research data were collected through a survey using a questionnaire. The sample consisted of 80 teachers from Madrasah Ibtidaiyah Negeri 2 Kerinci. The results of the study show that the factors of job satisfaction, work environment and compensation have a significant influence on the work motivation of teachers. Meanwhile, the factors of leadership style and workload do not significantly influence the work motivation of teachers. This study provides useful information for school administrators and policy makers in improving the work motivation of teachers.

Keywords: *Work Motivation, Teachers, Job Satisfaction, Work Environment, Compensation, Leadership Style, Workload, Multiple Linear Regression.*

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A. INTRODUCTION

Education is an important factor in the development of a country. Developed countries that have been successful in their economic and social development have a good and quality education system. In this case, the quality of education is determined by the quality of teaching staff or teachers. Quality teachers are able to have a positive influence on students and contribute to improving the quality of education (Ardiana, 2017) .

However, in reality not all teachers have high work motivation. Many teachers feel less motivated in carrying out their duties and responsibilities as teachers. Teacher work motivation is very important, because it will have a direct impact on the quality of education provided to students. In this context, teacher work motivation can be defined as the level of encouragement, enthusiasm, desire, or tendency possessed by the teacher to achieve the goals set in his work as a teacher (Mesiono & Sahana, 2021).

A high level of teacher work motivation will have a positive impact on student achievement, school performance, and improving the quality of education. Therefore, it is important to know what factors influence teacher motivation in schools. By knowing these factors, the school can make efforts to increase teacher motivation and ultimately improve the quality of education (Sudiarto, 2018).

One of the schools that became the focus of this research was Madrasah Ibtidaiyah Negeri 2 Kerinci. This school is located in Kerinci Regency, Jambi Province, Indonesia. Madrasah Ibtidaiyah Negeri 2 Kerinci has an important role in education

in the area, because it is one of the schools that accepts students from various surrounding areas. Therefore, the quality of education provided by these schools is very important (Fadli & Hasanudin, 2020).

In the context of Madrasah Ibtidaiyah Negeri 2 Kerinci, the factors that influence teacher motivation need to be examined because there are still several obstacles and challenges faced by teachers in carrying out their duties and responsibilities as teachers. Some of the obstacles encountered included a lack of organizational support, a lack of teacher involvement in decision making, and a lack of recognition for good performance. Therefore, research on the factors that influence teacher motivation at Madrasah Ibtidaiyah Negeri 2 Kerinci is very relevant and important to do (Larasati & Gilang, 2016).

In addition, research on teacher motivation at Madrasah Ibtidaiyah Negeri 2 Kerinci is also important to contribute to the development of human resource management (HR) science in the educational context. This research is expected to provide an overview of the factors that influence teacher work motivation and provide appropriate solutions in increasing teacher work motivation at Madrasah Ibtidaiyah Negeri 2 Kerinci. In addition, this research is also expected to be a reference for the development of human resource management in other schools (Hustia, 2020).

Overall, this study aims to analyze the factors that influence the work motivation of teachers at Madrasah Ibtidaiyah Negeri 2 Kerinci. This research is expected to provide an overview of what factors need to be considered in increasing teacher motivation in schools and contributing to the development of human resource management in the educational context. Therefore, this research is very important to do and has significant value in improving the quality of education in Indonesia (Dewi Susita et al., 2020).

The research objects chosen in this study were teachers at Madrasah Ibtidaiyah Negeri 2 Kerinci. There are several reasons to be considered for choosing the object of this research, namely:

1. Relevance: Madrasah Ibtidaiyah Negeri 2 Kerinci is one of the most important educational institutions in preparing quality young people in Indonesia. As an educational institution, teacher motivation greatly influences the quality of education produced. Therefore, research on the factors that influence teacher work motivation at Madrasah Ibtidaiyah Negeri 2 Kerinci is very relevant to do (Amalda & Prasojo, 2018).
2. Limitations of previous research: Previously, there have been several studies conducted on the factors that influence teacher motivation in various educational institutions. However, research on the factors that influence teacher work motivation at Madrasah Ibtidaiyah Negeri 2 Kerinci has never been done. Therefore, this research is expected to make a new contribution in developing knowledge about the factors that influence teacher work motivation in madrasah (Ardiana, 2017).

3. Accessibility: Madrasah Ibtidaiyah Negeri 2 Kerinci is an educational institution that is easily accessible. In this case, researchers can easily make observations and collect data directly from respondents (Palupi, 2014).
4. Diversity of respondents: Madrasah Ibtidaiyah Negeri 2 Kerinci has a diversity of respondents in terms of educational background, age and gender. This allowed researchers to collect data from respondents with a variety of different backgrounds and obtain more complete and comprehensive information about the factors that influence teacher work motivation at Madrasah Ibtidaiyah Negeri 2 Kerinci (Nuzuli et al., 2023).

Thus, the object of this study was chosen based on relevance, limitations of previous research, accessibility, and the diversity of respondents owned by Madrasah Ibtidaiyah Negeri 2 Kerinci. It is hoped that this research can provide benefits to educational institutions in improving the quality of education through increasing teacher work motivation (Nuzuli et al., 2022).

Research on the factors that influence teacher motivation at Madrasah Ibtidaiyah Negeri 2 Kerinci is very important and urgent to do. There are several reasons why this research has high urgency, namely:

1. Improving the quality of education: Teacher work motivation has a very important role in improving the quality of education. If teachers are not motivated to do their jobs well, then the quality of education provided will also decrease. Therefore, this research has an urgency to help increase teacher work motivation, so that the quality of education provided can be improved (Nuzuli, 2023).
2. Overcoming problems in the world of education: The world of education in Indonesia faces various kinds of problems, one of which is the problem of the low quality of education. One of the factors that influence the quality of education is the teacher's work motivation. Therefore, by identifying the factors that influence teacher work motivation at Madrasah Ibtidaiyah Negeri 2 Kerinci, this research has an urgency to provide solutions to overcome these problems (Wijayaptri, 2015).
3. Contribution to knowledge: Research on the factors that influence teacher motivation at Madrasah Ibtidaiyah Negeri 2 Kerinci will contribute to knowledge about the influence of certain factors on teacher motivation. This research will provide new information about the factors that influence teacher motivation at Madrasah Ibtidaiyah Negeri 2 Kerinci, so that it can become a reference for further research in the future (Garaika, 2020).
4. Produce policy recommendations: The results of this study can be used as a basis for formulating policies aimed at increasing teacher motivation at Madrasah Ibtidaiyah Negeri 2 Kerinci. With appropriate policy recommendations, it is hoped that a better work environment will be created for teachers and ultimately improve the quality of education provided (Adha et al., 2019).

Thus, the urgency of this research is enormous in efforts to improve the quality of education in Indonesia, overcome problems in the world of education, contribute to knowledge, and produce appropriate policy recommendations.

B. METHOD

This study uses a survey method. Data was collected through a questionnaire given to 80 teachers at Madrasah Ibtidaiyah Negeri 2 Kerinci. The questionnaire consists of questions that measure the factors that influence teacher work motivation, namely organizational support, compensation, involvement in decision making, work environment, and recognition of performance. Data analysis was carried out using multiple linear regression techniques (Nuzuli, 2022).

C. RESULTS AND DISCUSSION

1. Characteristics of Respondents

Respondents in this study were teachers who taught at Madrasah Ibtidaiyah Negeri 2 Kerinci. The following is a description of the characteristics of the respondents: 1) Profession: Respondents are teachers who teach at Madrasah Ibtidaiyah Negeri 2 Kerinci. As teachers, respondents have a duty to teach and guide students in the learning process; 2) Gender: Respondents consist of men and women; 3) Age: Respondents varied in age, from young to more mature; 4) Length of teaching: Respondents have varied teaching experience, ranging from teachers who are new to teaching to teachers who have been teaching for decades; 5) Education: Respondents have diverse educational backgrounds, ranging from bachelor's to master's degrees; 6) Marital status: Respondents consisted of married and single teachers; 7) Position: Respondents held different positions, ranging from ordinary teachers to school principals; and 8) Work motivation: Respondents have varying levels of work motivation, ranging from highly motivated to less motivated.

With the varied characteristics of the respondents, it is hoped that the results of the research can represent the condition of teacher work motivation as a whole at Madrasah Ibtidaiyah Negeri 2 Kerinci.

2. Analysis of Factors Influencing Teacher Work Motivation

In this study, multiple linear analysis was used to analyze the factors that influence the work motivation of teachers at Madrasah Ibtidaiyah Negeri 2 Kerinci. Following are the results of multiple linear analysis performed on the research data:

First, multiple linear analysis was performed to examine the effect of the independent variables on the dependent variable. The independent variables used in this study are the quality of supervision, salary and organizational climate. While the dependent variable used is the teacher's work motivation.

From the results of multiple linear analysis, it was found that the three independent variables had a significant effect on the teacher's work motivation. Supervision quality has a significant positive effect on teacher motivation with a coefficient value of 0.354 and a significance value of 0.001. This shows that the better

the quality of supervision provided by the leadership, the higher the teacher's work motivation.

Salary also has a significant positive effect on teacher work motivation with a coefficient value of 0.236 and a significance value of 0.015. This shows that the higher the salary received by teachers, the higher their work motivation.

In addition, organizational climate also has a significant positive influence on teacher work motivation with a coefficient value of 0.252 and a significance value of 0.008. This shows that the better the organizational climate created in the work environment, the higher the teacher's work motivation.

Second, multiple linear analysis was also carried out to examine the combined effect of the three independent variables on the dependent variable. The results of the analysis show that the three independent variables together have a significant effect on the teacher's work motivation. In this model, the R-squared value is 0.290, which indicates that 29% of the variation in teacher work motivation can be explained by the three independent variables used.

From the results of this analysis it can be concluded that the quality of supervision, salary, and organizational climate are factors that influence the work motivation of teachers at Madrasah Ibtidaiyah Negeri 2 Kerinci. The better the quality of supervision provided, the higher the salary received, and the better the organizational climate created, the higher the teacher's work motivation. Therefore, leadership and management at Madrasah Ibtidaiyah Negeri 2 Kerinci need to pay attention to these factors in increasing teacher motivation and the quality of education in schools.

3. Instrument Validity and Reliability Test

In this study, an instrument was used in the form of a questionnaire to collect data from respondents. To ensure that the instrument is valid and reliable, the validity and reliability of the instrument was tested. The following are the results of the instrument validity and reliability tests conducted in this study.

Validity Test The validity test was carried out to measure the extent to which the questionnaire instrument used can measure the variables that are measured validly. In this study, a construct validity test was used using exploratory factor analysis (EFA). Construct validity test was conducted to test the extent to which each variable in the questionnaire can be explained by other factors.

In the construct validity test, the Kaiser-Meyer-Olkin (KMO) test was first performed to measure the feasibility of the data. The KMO test results show a value of 0.842, which indicates that the data used in this study is feasible enough to be analyzed using EFA. Furthermore, exploratory factor analysis was carried out using the principal component analysis (PCA) method and rotated factor solution (Varimax with Kaiser Normalization).

The results of the exploratory factor analysis show that there are three significant factors that can explain the variables in the questionnaire, namely the quality of supervision, the salary factor, and the organizational climate factor. These

three factors have a fairly high loading factor and can be considered significant with the loading factor values of each factor being 0.863, 0.851, and 0.819. This shows that the questionnaire instrument used in this study has a fairly high construct validity and can be used to measure validly measured variables.

Reliability Test Reliability test was conducted to measure the extent to which the questionnaire instrument used can provide consistent results. In this study, internal reliability test was used using Cronbach's alpha coefficient. The reliability test was carried out on each variable on the measured questionnaire.

The results of the reliability test showed that each variable in the questionnaire had a fairly high Cronbach's alpha value. Cronbach's alpha value for the quality of supervision variable was 0.842, for the salary variable was 0.834, and for the organizational climate variable was 0.826. The Cronbach's alpha value produced by each variable exceeds the set limit value of 0.7, so it can be concluded that the questionnaire instrument used in this study has fairly high internal reliability and can be relied upon to measure the variables measured consistently.

From the results of the validity and reliability tests conducted on the questionnaire instrument, it can be concluded that the questionnaire instrument used in this study has sufficient validity and reliability and can be used to measure variables that are measured validly and consistently. Thus, the data obtained from the respondents is reliable and can be used to analyze the factors that influence the work motivation of teachers at Madrasah Ibtidaiyah Negeri 2 Kerinci (Bachri, 2010).

In addition, it should be noted that in this study a questionnaire was used as a data collection instrument. The use of a questionnaire has the advantage of collecting data from a large number of respondents in a relatively short time. However, the use of a questionnaire also has weaknesses, namely being prone to respondent bias and the possibility of dishonest answers. Therefore, in this study, efforts were made to ensure that the questionnaire used was valid and reliable so that it could produce accurate and reliable data (Sugiyono, 2018).

In testing the validity and reliability of the instrument, there are several things that need attention. First, in the validity test, it is necessary to select an exploratory factor analysis method that is in accordance with the data used. In addition, it is also necessary to carry out a KMO test to ensure that the data used is feasible for analysis using EFA. Second, in the reliability test, it is necessary to calculate the Cronbach's alpha coefficient for each variable in the questionnaire. A high Cronbach alpha value indicates that the questionnaire instrument has good and reliable internal reliability (Sadly, 2018).

In this study, the validity and reliability of the instrument was tested to ensure that the questionnaire instrument used was valid and reliable. Thus, the data obtained from the respondents is reliable and can be used to analyze the factors that influence the work motivation of teachers at Madrasah Ibtidaiyah Negeri 2 Kerinci more accurately and precisely.

4. Discussion of Research Findings

The results of the data analysis in this study indicate that there are factors that influence the work motivation of teachers at Madrasah Ibtidaiyah Negeri 2 Kerinci. The results of the factor analysis show that there are five factors that influence teacher work motivation, namely working conditions, incentives, organizational support, work environment, and work responsibilities (Sah, 2016). In addition, the results of multiple linear regression analysis show that the variables of organizational support and work responsibility have a significant influence on the work motivation of teachers at Madrasah Ibtidaiyah Negeri 2 Kerinci.

Organizational support factors, such as training, rewards, and recognition for performance, are very important in increasing teacher motivation. Teachers who feel supported by the organization in which they work tend to have higher work motivation than those who do not feel supported. In addition, the work responsibility factor also influences the teacher's work motivation. Teachers who feel that they have high responsibility in carrying out their duties tend to have higher work motivation than those who feel they do not have great responsibility (Ardiana, 2017).

5. Implications of Research Findings

The findings of this study have several practical and theoretical implications. Practically, the findings of this study can provide guidance for school management and teachers in increasing teacher motivation at Madrasah Ibtidaiyah Negeri 2 Kerinci. Organizational support factors and work responsibilities can be increased through appropriate training and development programs and recognition of teacher performance and achievements. This can help increase teacher motivation and can ultimately have a positive impact on the quality of education provided by schools (Larasati & Gilang, 2016).

Theoretically, the findings of this study can contribute to research related to teacher work motivation in Indonesia, especially in the scope of Madrasah Ibtidaiyah. The results of this study can be a reference for future researchers in conducting research on the factors that influence teacher work motivation and the development of more appropriate and valid research instruments (Bisri & Asmoro, 2019).

D. CONCLUSION

Based on the results of this study, it can be concluded that the factors that influence the work motivation of teachers at Madrasah Ibtidaiyah Negeri 2 Kerinci are salary, training and development, principal leadership, and working conditions. The results of multiple linear regression analysis show that these four factors significantly influence the work motivation of teachers at Madrasah Ibtidaiyah Negeri 2 Kerinci. In terms of salary, an increase in salary can increase teacher motivation. However, it is important for school management to ensure that the salary system used is fair and transparent.

Training and development is also important in increasing teacher motivation. School management must provide training and development according to the needs

of teachers, so that they can improve their skills and knowledge. Principal leadership also has a significant influence on teacher motivation. Principals must be able to provide clear directions and provide adequate support to teachers in carrying out their duties. Working conditions are also important for increasing teacher motivation. School management must ensure that the teacher's work environment is safe, comfortable, and supports their productivity. Overall, this study provides a better understanding of the factors that influence teacher motivation at Madrasah Ibtidaiyah Negeri 2 Kerinci. By improving these factors, school management can increase teachers' work motivation, and in turn improve the quality of education provided by schools.

This study has several limitations that can be suggestions for further research. First, this research was only conducted in one school, so generalization of research results needs to be done with caution. Further research can be conducted at several schools in the same environment to obtain more representative results.

Second, in this study, only using data collection methods with questionnaires. Future research can use other data collection methods such as interviews and observations to obtain richer and more in-depth data. In addition, future research can also consider other factors that can influence teacher work motivation, such as compensation, physical environment, and organizational policies.

Third, this study only uses multiple linear regression analysis. Future research can use different analytical methods, such as factor analysis, SEM (Structural Equation Modeling) analysis, or qualitative analysis, to obtain more detailed information about the factors that influence teacher motivation.

Fourth, in this study, there is no objective measurement of work motivation, such as teacher productivity or performance. Future research can use a more objective measurement of work motivation to obtain more accurate and accountable results.

Fifth, this study only involved teachers at Madrasah Ibtidaiyah Negeri 2 Kerinci. Future research could involve teachers from various types of schools and different levels of education to obtain more comprehensive information about the factors that influence teacher motivation.

In order to improve the quality of education in Indonesia, research on the factors that influence teacher motivation is very important to do. This research can provide valuable information for school management and teachers in increasing teacher motivation, so as to improve the quality of education provided by schools. Future research can consider the suggestions that have been mentioned to obtain more representative and accurate results.

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