



## ***Performance of Public Elementary School Teachers: Effects of Discipline and Work Environment***

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### **Abstract**

Some problems that are still often found in schools include teachers who still come late, less than optimal attendance percentage, a work environment with a narrow and uncomfortable work space, noise that is seen from traders who enter the school environment to offer products so that it can disrupt teaching and learning activities and disrupt work activities, and many more. This problem is also still found in SDN 04 Jatimulyo, South Lampung. Therefore, the purpose of this study is to see the effect of discipline and work environment on teacher performance at SDN 04 Jatimulyo, South Lampung. The population in this study were all teachers of SDN 04 Jatimulyo, South Lampung with sample determination using the total sampling technique, so that a sample of 33 people was obtained. Based on the results of the analysis, discipline and work environment have a positive effect on the performance of teachers at SDN 04 Jatimulyo, and simultaneously affect the performance of teachers at SDN 04 Jatimulyo.

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## **INTRODUCTION**

The organization is a system of human activities that work together (Tanjung et al., 2022). According to Siagian in Angelya et al. (2022), an organization is any form of association between two or more people who work together for a common goal and are formally bound in an association. Organizations have certain characteristics such as structure, goals, interconnectedness and dependence on human communication within them to coordinate the organization's activities in achieving goals (Alamsyahdana et al., 2023). It can be said that the organization has a goal in order to meet its life needs. Therefore, the organization expects employees to excel and be able to create

conducive situations and conditions, so that employees will not experience boredom, boredom, which results in decreased performance.

Performance is real behavior displayed by each person as work achievements produced by employees according to their role in the organization (Buulolo, 2021). Performance is always expected to be good in quality and quantity, to get these results it must be supported by goal setting and begin with rational work planning (Parella & Amarildo, 2022). The purpose of setting performance objectives is to compile useful goals that are not only a guide to achieving goals, but can be a performance evaluation at the end of the period and to manage the post-work situation during that period. Discipline helps in

maintaining employee commitment to established goals, ensuring that each step in work planning is carried out consistently and according to schedule.

According to Moenir in Chandra (2018), discipline is a form of obedience to rules, both written and unwritten, that have been established. Work discipline is basically always expected to characterize every human resource in the organization (Ambasari & Rina, 2022; Hasibuan & Wulandari, 2017), because with discipline the organization will run well and can achieve its goals well. Employees who are disciplined at work since leaving, when working and when leaving work according to the rules at work, will usually have good performance.

Besides work discipline, the work environment where employees operate is also a crucial factor in improving employee performance. The work environment includes material and psychological conditions that exist in the organization (Saputra & Andani, 2021). Therefore, organizations should provide an adequate work environment such as the physical environment (comfortable office layout, clean environment, good air exchange, color, adequate lighting and melodious music), as well as the non-physical environment (employee work atmosphere, employee welfare, relationships between fellow employees, relationships between employees and leaders, and places of worship).

The work environment will support the implementation of work so that employees have the enthusiasm to work and improve employee performance. A suitable and good work environment can be a foundation for employees to produce good performance.

In an effort to create job satisfaction and enhance performance, teachers at SD Negeri 04 Jatimulyo still face obstacles that hinder organizational goals. Many conditions are still not ideal; the cramped work environment is uncomfortable, noise from vendors entering the school to offer products disrupts activities at the workplace, and there are still several issues with the available facilities and infrastructure.

To achieve the organizational goal of improving institutional performance, it is crucial to pay attention to several factors such as work discipline, work environment, and employee performance. To create high performance, optimal work improvement is necessary, along with the ability to utilize the potential of Human Resources possessed by employees to achieve organizational goals, thereby contributing positively to the development of the organization.

The phenomenon observed at SD Negeri 04 Jatimulyo in South Lampung, where several teachers arrive late to school, indicates that the discipline of teachers towards the institution needs to be addressed. Below is an overview of the percentage of teacher attendance in 2022.

**Table 1.** Percentage of Teacher Attendance Rate in 2022

No.	Months	Expected Attendance (%)	Average Attendance (%)
1.	January	86,32	100
2.	February	82,8	100
3.	March	84,6	100
4.	April	85	100
5.	May	81,6	100
6.	June	77,1	100
7.	July	79,9	100
8.	August	85,8	100
9.	September	77,8	100
10.	October	79,3	100
11.	November	80,3	100

12.	December	78,3	100
<b>Average</b>		<b>81,6</b>	<b>100</b>

Based on Table 1 above, the average teacher attendance rate is 81.6%, with the highest attendance percentage occurring in January. This peak in attendance is attributed to the busyness of preparing and submitting annual reports. The lowest attendance is

recorded in June, at only 77.1% of the expected attendance rate.

In addition to the discipline issues mentioned, another problem is that the work environment is also less supportive of employee activities, as shown in the following Table 2.

**Table 2.** Available Physical Work Environment Facilities

No.	Facilities and Infrastructure	Total Units	Conditions			Description
			Complete	Less	Sufficient	
1.	Computer	12		✓		5 units of computers are broken.
2.	4 Wheeled Operational Vehicles	2	✓			Good
3.	2 Wheeled Operational Vehicles	3	✓			Good
4.	Air Conditioner	2		✓		1 unit air conditioner is broken
5.	Cupboard	9		✓		1 unit of cupboard is broken
6.	Desk (Office; Meeting)	85	✓			Good
7.	Printer	9		✓		3 units of printers are broken
8.	Bathroom	2			✓	Good
9.	Chair	300	✓			Good
10.	Fan	7		✓		2 units of Fan are broken
11.	CCTV	4		✓		2 units of CCTV are broken
12.	Service Room	1	✓			Good

Teachers carry out various activities daily in their work environment. Issues related to the physical work environment include a lack of organization, with many items not placed in their proper locations and not neatly arranged. Additionally, there are non-physical work environment problems, such as insufficient communication among teachers. The discomfort experienced in the work environment can lead to serious consequences, including a decline in the performance of the teachers themselves.

Previous research by Ahmad et al. (2023); Hidayati et al. (2019); Nafisah et al. (2023); Veritia et al. (2023) indicated that work discipline and the work environment have a positive and significant impact on employee

performance. Although previous studies provide important insights into the influence of work discipline and the work environment on performance, my research differs by focusing on teachers in public elementary schools, which have their own unique context and challenges. Unlike the studies by Ahmad et al. (2023); Hidayati et al. (2019); Nafisah et al. (2023); Veritia et al. (2023), which examined sectors such as education, health, and industry, this research specifically investigates the impact of discipline and the work environment at the elementary level, where teachers often face different classroom dynamics and diverse student learning needs. Thus, my study aims to provide a deeper understanding of how these factors

influence teacher performance in public elementary schools, which may not be revealed in earlier, more general studies.

Based on the description above, This study aims to examine: 1) The influence of the discipline on Teacher performance, 2) The influence of work environment on employee performance, and 3) The Influence of Discipline and Teacher Environment Simultaneously on Teacher Performance.

## RESEARCH METHODS

This study uses a descriptive quantitative approach. Data collection methods with primary data and secondary data. The population in this study were all teachers of SD Negeri 04 Jatimulyo totaling 34 people. Because the population is less than 100 people, the number of samples in this study were all teachers who teach at SD Negeri 04 Jatimulyo totaling 33 people and researchers were

not included. Data collection techniques used questionnaires and documentation.

The variables in this study consist of 2 independent variables and a dependent variable. The independent variables consist of the Discipline (X1) and Work Environment (X2), while the dependent variable is teacher performance (Y).

The analysis tool uses validity test, reliability test, multiple linear regression, T test, F test and coefficient of determination test.

## RESULTS AND DISCUSSION

Data that has passed the prerequisite test, then continued with the hypothesis test. Here are the results of the hypothesis test:

### *Discipline (X1) on Performance (Y)*

The results of the calculation between the discipline variables (X1) and teacher performance (Y) are as follows.

**Table 3.** Results of the t-test on the Discipline (X1) on performance (Y)

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
1 (Constant)	27.515	6.663		4.129	.000
Discipline	.242	.179	.226	2.350	.000

a. Dependent Variable: Performance

Based on the results of the T test in table 3 above, the significance value (sig.) of the work environment variable (X1) is 0.000. because the sig. value is < probability 0.05, so it can be concluded that there is an influence of the Discipline variable (X1) on the Performance variable (Y).

Based on the results of the analysis on the discipline variable, the results of the answers with the lowest scores were on indicators related to arriving and leaving the office on time. Referring to previous

research, according to Pratama (2016), the solution in overcoming this can be by applying an accurate electronic employee attendance machine. Thus, employees can be on time when attending and when returning from work.

### *Work Environment (X2) on Performance (Y)*

Based on the results of the study, the data on the effect of the Work Environment on Performance is obtained as follows:

**Table 4.** Results of the t-test on the Work Environment (X2) on performance (Y)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	22.877	4.883		4.806	.000
Work Environment	.445	.129	.323	3.541	.010

a. Dependent Variable: Performance

Based on the results of the T test in table 4 above, the significance value (sig.) of the work environment variable (X2) is 0.010. because the sig. value is < probability 0.05, so it can be concluded that there is an influence of the Work Environment (X2) on Performance (Y).

Based on the results of the analysis to the work environment variable, the results of the answers with the lowest scores were on indicators related to lighting in the office space. Referring to

previous research, according to Kholil (2014) one solution to overcome this can be done by changing the specifications of the lights used in the office room in order to increase employee productivity so that employee performance remains good.

#### ***Discipline (X1) and Work Environment (X2) on Performance (Y)***

Based on the results of the study, the results of simultaneous hypothesis testing were obtained as follows :

**Table 5.** F Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	457.142	1	213.571	6.442	.002 <sup>b</sup>
Residual	1871.175	31	31.520		
Total	2318.317	32			

Based on the results of the F test in table 5 above, the significance value (sig.) is 0.002. because the sig. value is < probability 0.05, so it can be concluded that There is a simultaneous influence of the Discipline (X1) and Work Environment (X2) on Performance (Y).

The results of this study align with Nafisah et al. (2023) research, which states that discipline and the work environment influence teacher performance. A conducive environment can encourage better discipline among

teachers, while strong discipline can also create a better working atmosphere. This relationship can serve as a solid foundation for comparing and explaining the similarities in results between the two studies.

#### ***Multiple Linear Regression Test***

Based on the results of the study, the data obtained from the multiple regression calculation of The Discipline (X1) and Work Environment (X2) on Performance (Y) are as follows:

**Table 6.** Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.863	6.228		2.179	.033
Discipline	.533	.142	.290	3.752	.019
Work Environment	.476	.128	.259	3.822	.035

a. Dependent Variable: Performance

Based on the table 6 above, the Regression Model can be made:

$$Y = 15.863 + 0.533X_1 + 0.476X_2 + et$$



This result provides two important pieces of information regarding the influence of two variables, namely the Discipline (X1) and Work Environment (X2) on teacher performance. First, for every one-point increase in the Discipline variable (X1), teacher performance will increase by 0.533 points. This indicates that a better discipline significantly

contributes to performance improvement. Second, if the Work Environment variable (X2) increases by one point, teacher performance will increase by 0.476 points.

### Determination Coefficient Test

The calculation of the coefficient of determination test using SPSS is as follows:

**Table 7.** Determination Coefficient Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.671 <sup>a</sup>	.470	.017	5.782

a. Predictors: (Constant), Discipline, Work Environment

Based on the results of the Determination Coefficient Test in table 7 above, the results of the calculation of the level of simultaneous correlation between the Work Environment (X1) and Facilities and Infrastructure (X2) together (simultaneously) against the Performance variable (Y) obtained a score of 0.470.

The results of the Coefficient of Determination ( $R^2$ ) showed a score of 0.470, which means  $0.470 \times 100\% = 47\%$ . It can be concluded that the influence of the Work Environment and Infrastructure on Performance is 47%, while the remaining 53% is due to other factors not examined in this study.

### CONCLUSIONS AND SUGGESTIONS

Based on data analysis and discussion, the following conclusions are obtained: 1) there is an influence of the Discipline (X1) on Performance (Y) at SD Negeri 04 Jatimulyo; 2) there is an influence of Work Environment (X2) on Performance (Y) at SD Negeri 04 Jatimulyo; and 3) There is an influence of the Discipline and Work Environment together on Performance at SD Negeri 04 Jatimulyo.

Based on the research findings above, the following suggestions are provided: 1) employees can be on time when attending and when returning from work; 2) changing the specifications of the

lamps used in the office room in order to increase employee productivity so that employee performance can increase; and 3) its necessary to formulate the standard duration of time required for completion of work then, agreed upon by all elements of employees who are responsible for each of their work, after that supervision is carried out by the leadership in each work unit to ensure that work completion is in accordance with the agreed time duration provisions.

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