

Work Motivation of Elementary School Teachers in Kinali District, West Pasaman

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Abstarct - This research is motivated by the still visible symptoms of the low motivation of the work of teachers of State Elementary School Teachers in Kinali District, West Pasaman The purpose of this study was to determine the motivation of elementary school teachers to carry out their duties as educators, instructors, mentors, and trainers in Kinali Subdistrict, West pasaman, viewed from the aspects of perseverance, work enthusiasm, work spirit, discipline, and responsibility. The research questions posed are: 1) How is the work motivation of teachers in Kinali District Public Schools in West pasaman District in educating (2) How is the work motivation of teachers in Kinali District Public Schools in West pasaman District in teaching, (3) What is the motivation for teachers working in Primary Schools Negeri Kinali District, West pasaman City in guiding, (4). How is the work motivation of teachers in Kinali District West pasaman District Elementary School in training.

The population of this research is all elementary school teachers in the Kinali District of West pasaman City as many as 120 people. The number of samples was 36 people using proportional random sampling technique. The data collection tool in this study was a questionnaire, arranged in the form of a Likert Scale that had been tested for validity r count 0.791 greater than r table 0.648 at a significance level of 0.05, while the reliability test resulted in r count 0.785 greater than r table 0.632 at the significance level 0.05. The results of research processing show that: 1) Work motivation to educate is categorized well with 86.57% of respondents stating always and often. (2) Work motivation in teaching is categorized well 84.94% of respondents state always and often, (3) Work motivation in guiding was categorized good enough 79.33% of respondents stated always and often. (4) Work motivation in training was categorized quite well 79.72% of respondents stated always and often. Thus it can be said that the work motivation of elementary school teachers in carrying out their duties as educators, instructors, mentors, and trainers in Kinali Subdistrict, West pasaman City is good.

Keywords - *Work Motivation*.

I. INTRODUCTION

The teacher is the determining element in an educational institution. In achieving the goals of teacher education has a very urgent and decisive role. The learning process is impossible if it is not supported by the existence of the teacher. In carrying out their daily duties the teacher is influenced by work motivation, or in other words motivation influences the teacher's behavior in carrying out his duties

and responsibilities. According to M. Thoha (1998: 180) said that: "a person's behavior is generally stimulated by the desire to achieve several goals" Furthermore Winardi (2004: 32) says that: "human behavior is motivated by a desire to achieve certain goals which are consciously known by individuals.

Work motivation is a desire that causes encouragement, enthusiasm and passion in work. Teachers who have

enthusiasm or passion always work and carry out their duties with full awareness without being ordered by their superiors. Anoraga (1992: 85) said: "Work excitement is influenced by external factors consisting of environmental factors of family life and work environment". Teachers who have high work motivation will carry out their duties and responsibilities with enthusiasm in accordance with the desired goals.

Teachers have a very complex function in an effort to achieve educational goals, including teachers functioning as educators, instructors, mentors, and trainers. Teachers who feel happy in carrying out their duties, he will try to get maximum results with high enthusiasm, and always try to develop himself. This is because the achievement of educational goals and the success of students in learning are greatly influenced by the teacher himself. Therefore teachers must have high motivation in carrying out their duties

Based on the writer's observations in the field during his elementary school teacher in Kinali Subdistrict, West pasaman City, there were symptoms of low teacher work motivation marked by phenomena in the field: ; 2) There are still among teachers who are indifferent to the tasks given by the Principal, so the task is delayed in implementation; 3) Some teachers accumulate work, such as checking student assignments, should have been returned to students instead of being checked; 4) There are teachers who do not make plans for implementing learning before teaching even though they have been asked many times by the School Principal.

The above phenomenon, if left unchecked, will have an effect on the achievement of educational objectives in the West pasaman District Kinali State Primary School. Based on the above phenomenon, the writer is interested to see how the work motivation of teachers in carrying out tasks through research with the title Elementary School Teacher Work Motivation in Kinali District, West pasaman City

II. WORK MOTIVATION

Motivation is an important aspect in moving human resources. Without motivation it will be very difficult as a teacher to progress and develop, but instead people who work with high motivation are people who are happy and get satisfaction in their work. According to Anoraga (1992: 37) "Motivation is a model of moving employees to be able to carry out their respective tasks in achieving goals with full awareness, enthusiasm and responsibility". Furthermore Anoraga (1992: 35) also said that: "work motivation is something that raises morale or work motivation".

According to Kartini (2002: 147) "Work motivation is something that gives rise to enthusiasm and drive to do and work, Furthermore M. Toha (1998: 189) says that:" Motivation is behavior that is encouraged or stimulated and the desire to achieve some goals "

From some of the opinions above, it can be concluded that work motivation is a feeling and desire that drives someone to act and act so as to create enthusiasm for doing work in order to achieve the goals set.

As stated by M. Toha (1998: 182) "That motivation makes people behave, and further Anoraga (1992: 35) states that carrying out something in maintaining activities toward the goals set. The strengths and weaknesses of a teacher's work motivation will determine the size of his achievement.

Based on the opinion above, it can be concluded that teachers who have high work motivation always try and work hard with passion and enthusiasm in completing the responsibilities given to them and the achievements they will achieve. The behavior of a teacher also appears from the motivation to act in achieving goals.

Work motivation is very important because with the motivation within the teacher will affect the achievement of educational goals, for that a Principal as a driver and director of behavior must be able to arouse teacher work motivation.

A. *Indications of work motivation*

According to Manullang (1981: 151) "Someone who has work motivation will be seen from the following indications: perseverance, enthusiasm for work, morale, work discipline, responsibility". Meanwhile, according to Sanger in Pangewa (2004: 111) indications of work motivation are achievement, rewards, challenges, responsibilities, development, involvement, and opportunity.

Teachers in carrying out tasks need to have high work motivation, in order to be achieved according to the goals set. Work motivation is an encouragement for teachers to work better which is influenced by several factors, among others: according to Anoraga (1997: 56) factors that affect work motivation as follows: "Attractive work, good wages, security and protection in work , appreciation of the purpose and meaning of work, a good work environment or atmosphere, promotion and self-development, involvement in organizational activities, sympathy, loyalty from leaders and hard discipline "

As is known that the most important task of teachers is as an educator. This implies that he not only teaches

knowledge to his students, but also includes guiding and instilling mental attitudes so that children can develop optimally and can continue and develop the values of life. In this case the task of the teacher as an educator is much higher than the task of the teacher just teaching.

According to Sutjipto (1993) quoted by Elizar Ramli in AIP Professionalism teaching materials meant that "Teachers as educators should always make themselves role models for their students, can uphold each child's self-esteem, and can carry out their duties with love".

Furthermore according to Sardiman (2004: 141) "a teacher on duty and role as an educator in carrying out their duties must feel called, love and love students, and have a sense of responsibility fully and consciously about their duties"

As a teacher, the teacher has the task of organizing the learning process. The task that fills the largest portion of the teacher profession in outline includes four points, namely, (1) mastering learning material; (2) planning teaching and learning programs; (3) implement, lead and manage the teaching and learning process; and (4) assesses teaching and learning activities (Dep. Religion, 2002: 2)

III. METHOD

In accordance with the problems and research objectives proposed in this study, this research is classified into descriptive research that will describe the situation or interpret the data as it is. Sudjana (1989: 64) states that: Descriptive research is research that seeks to describe a symptom, event, event that is happening now with other words, descriptive research is taking a problem or focusing on actual problems as they were at the time the research was conducted.

In accordance with the opinions of the experts above, this study aims to reveal how the work motivation of teachers at SD Negeri Kinali District West Pasaman in educating, teaching, guiding, and training students.

A. Population

The population of this research is all elementary school teachers who have become civil servants in the Kinali District. Honorary Teachers and Assistive Teachers are not made into a population with the consideration that they have not received salaries and promotions or classes. The number of elementary school teachers in Kinali Subdistrict is 120 people.

B. Sample

According to Sudjana (1989: 85) "The sample in this study is a portion taken from the population using certain methods". Furthermore Surahmad (1985: 93) states: "Because it is not possible to directly investigate an entire population, it is often probable to resort to using only a portion of what can be seen as representative of the population. As long as the population is small and limited, the difficulty is almost non-existent, it should be taken entirely. In line with the statement above according to Arikunto (1989: 126) states that: "The population is less than 100 people, it is better to take all of them into a sample. Furthermore, if a large population of 100 people, can be taken 10-15% or 20-25% of the population".

Based on the above opinion, then the sample was taken as much as 25% of each group number of population groups of class teachers and subject teachers in the Elementary School of Kinali District, West Pasaman City. This is intended to make the results of research carried out by researchers more reliable. The sampling technique of this study used proportional random sampling grouped by group. The number of samples used was 36 people, 8 of them were group II, 20 were group III and 8 were group IV as shown in table 2 below:

Table 2. Samples of Kinali District Public Elementary School Teachers

Group	Number of Samples	Keterangan
II	8	-
III	20	-
IV	8	-
Jumlah	36	-

Research variable

This study consists of one variable, namely teacher work motivation with sub-variables, namely: 1) The task of the teacher as an educator; 2) The task of the teacher as a teacher; 3) The task of the teacher as a guide; 4) The task of the teacher as a trainer, with indicators are: 1) Perseverance; 2) Excitement of work; 3) work spirit; 4) Discipline and 5) responsibility

C. Data Type

The type of data used in this study is data primary is data obtained directly from respondents in the form of information about work motivation data of Elementary School Teachers in Kinali District, West Pasaman.

D. Data source

The data source used is in accordance with the type of data needed, so the data taken is sourced from teachers who are sampled at the Elementary School Teachers in Kinali District, West Pasaman (totaling 36 people).

E. Instrument

The data collection tool used in this study was a questionnaire. The questionnaire used in this study was prepared using a Likert scale, where the alternative answers consisted of five categories: Always (SL), Often (SR), Sometimes (KD), Rarely (JR) and Never (TP).

To see the validity of the questionnaire, an analysis was performed using the hierarchical correlation formula, Arikunto (1998)

$$Rho = 1 - \frac{6 \sum D^2}{N(N^2 - 1)}$$

where :

- Rho = Validity
 - $\sum D$ = Total difference (total rank - maximum total rank)
 - N = Number of samples
- The results of data processing show that the rho count = 0.791 is greater than the rho table 0.648 for N = 10 at the 0.05 significance level. So statistically the research instrument is valid.
- While the reliability test used the Alpha formula (Arikunto, 1997: 106), namely:

$$r_n = \left(\frac{n-1}{n-1} \right) - \left(\frac{\sum \delta^2}{\delta^2 t} \right)$$

where :

- r_n = Reability
- $\sum \delta^2$ = Number of total item variances
- $\delta^2 t$ = total variance
- n = Number of items

The results of data processing show that the rho count = 0.785 is greater than the rho table 0.632 for N = 10 at the 0.05 significance level. So statistically the research instrument is reliable.

F. Data Analysis.

The procedures undertaken in the data analysis technique are as follows:

1. make tables and tabulate data according to indicators
2. calculate the percentage of each item listed in the table using the following formula:

$$P = \frac{F}{N} \times 100 \%$$

Information :

- P = Presentation sought
- F = Frequency / number of scores
- N = Number of respondents

While negative items have the opposite weight.

3. Determine the qualitative description of the research results
 - a. To determine the qualitative description of the results of research using the classification proposed Sudjana (1982: 38) as below:

Presentase Classification

- 90 – 100 Very good**
- 80-89 Good**
- 65 - 79 Enough**
- 55 - 64 Not good**
- 0 – 54 Not very good**

G. Data Description

1. Motivation of Teachers' Work in Kinali City West Subdistrict Public Elementary School in Education.

Teachers' work motivation in educating in Kinali City West Pasaman can be seen from the aspects of diligence, enthusiasm for work, enthusiasm for work, discipline, and responsibility.

From the data it can be seen the work motivation of Elementary School Teachers in Kinali District, West Pasaman teachers in educating. 86.57% of teachers stated always and often, 7.88% of teachers stated sometimes, 5.55% of teachers stated rarely and never carried out their duties as educators.

If seen further from statements about the motivation of elementary school teachers in Kinali Subdistrict, West Kota Pasaman in educating, such as statements number one and number two about the seriousness, seriousness, and caution of teachers in educating students to have very good presentations. Furthermore, the results of the study stated

that the work motivation of teachers in educating is already good.

2. Elementary School Teacher Work Motivation in Kinali City West Pasaman District in Teaching.

Elementary school teacher's work motivation in teaching in Kinali District is seen from the aspects of diligence, work enthusiasm, work spirit, discipline, and responsibility will be described in table 5 below. From the data obtained the average percentage of elementary school teacher's work motivation in teaching in Kinali City West Pasaman viewed from the aspects of perseverance, work enthusiasm, work spirit, discipline, and responsibility 84.94% of teachers stated always and often, 10.89% teachers stated that sometimes, 4.37% of teachers stated that they rarely and never carried out their duties as teachers.

The results of the study stated that the teacher's work motivation in carrying out their duties as a teacher was in the good category.

3. Work Motivation of Public Elementary School Teachers in Kinali District in Guiding

Elementary school teacher's work motivation in guiding in Kinali City West Pasaman seen from perseverance, work enthusiasm, work spirit, discipline, and responsibility. State Elementary School teacher's work motivation in guiding in Kinali District West Pasaman is seen from perseverance, work enthusiasm, work spirit, discipline, and responsibility. The average percentage is always and often 79.33%, sometimes 12.96% is rare and never 7.71%. The results of the study stated that the enthusiasm of the elementary school teachers of Kinali District West City Pasaman in guiding was in the quite good category.

4. Motivational Work of Elementary School Teachers in Kinali District, West Pasaman in Train.

Motivation of Elementary School Teachers in Kinali District, West Pasaman teachers in training viewed from perseverance, work enthusiasm, enthusiasm for work, discipline, and responsibility work motivation of Elementary School Teachers in Kinali District, West Pasaman in carrying out the tasks in training viewed from perseverance, enthusiasm for work, enthusiasm for work, discipline, and responsibility. The average presentation is always 79.72%, sometimes 11.67%, rarely and never 8.61%.

The results of the study stated that the work motivation of the elementary school teachers of Kinali City West Pasaman District in carrying out their duties as trainers was in the quite good category.

Table 2 .Recapitulation of Data about Work Motivation of Primary School Teachers in Performing Tasks in Kinali Subdistrict, West Pasaman

No Item	Teacher Work Motivation	Average Alternative Respondents' Answers				
		SL	SR	KD G	JR	TP
1	Educate	56.48	30.09	7.88	3.70	1.85
2	Teach	43.66	41.28	10.89	3.37	1.00
3	Guide	38.03	41.30	12.96	5.86	1.85
4	Train	49.00	30.72	11.67	5.00	3.61
average		46.80	35.79	10.85	4.48	2.08

From the above table, it can be seen that the average percentage of elementary school teacher's work motivation in carrying out tasks in Kinali Subdistrict, West City Pasaman in educating, teaching, guiding, and training viewed from the aspects of perseverance, work enthusiasm, work enthusiasm, discipline and responsibility. The average percentage is always and often 82.59%, sometimes 10.85%, rarely and never 6.56%. The results of the study stated that the work motivation of the teachers of the Kinali District West Pasaman State Elementary School in carrying out their duties as educators, instructors, mentors, and trainers was seen from their diligence, work enthusiasm, work spirit, discipline, and responsibility in the good category.

IV. DISCUSSION.

1. Motivation of Elementary School Teachers' Work in Educating in Kinali District, West Pasaman.

The results showed that the work motivation of Elementary School Teachers in Kinali District, West Pasaman in educating viewed from perseverance, work enthusiasm, work enthusiasm, discipline, and responsibility were categorized as good with an average percentage of 86.57% of respondents answered always and often, 7.88% sometimes, rarely and never 5.55%.

The seriousness and caution of teachers in educating has a high percentage. Likewise in directing and instilling mental attitudes in students to become useful people. The teacher always tries to motivate students to improve their learning outcomes. Although in general the teacher's work motivation in educating is already good but it is still expected to further improve. The teacher needs to complete

the administrations for example about making notebooks about student progress.

Although the work motivation of teachers in carrying out the task is good but it needs further coaching both by the Principal through the implementation of supervision and coaching by the School Superintendent.

Considering the work motivation of teachers in carrying out tasks is good, the Principal as a leader must be able to provide good examples and examples to teachers, one of which is to carry out tasks well. With this, teachers are also expected to be motivated to increase their motivation in carrying out tasks that ultimately the goals will be achieved properly.

2. Motivation of Elementary School Teachers' Work in Teaching in Kinali District, West Pasaman.

The results showed that the work motivation of teachers in carrying out their duties as a teacher in public elementary schools in Kinali City West Pasaman was good. The average percentage of respondents' answers 84.94% of respondents answered always and often 10.89% of teachers stated that sometimes, 4.37% of teachers stated that they rarely and never did their teaching assignments well.

The task of the teacher as a teacher is very important, especially in the implementation of teaching and learning processes that play a role in the efforts to form potential human resources in the development field. Therefore the teacher is one element in the field of education that must be professional.

In the description of the data we can see several things that need attention and need to be improved, namely in terms of preparing the required administrations. The Principal as a leader seeks to encourage and encourage the teacher to always work diligently on assignments. The most important thing that can be implemented by the Principal to increase teacher work motivation is to complete the facilities needed. If every school has adequate facilities, the teacher will also be more enthusiastic and enthusiastic in carrying out the task.

3. Elementary School Teacher Work Motivation in guiding in Kinali District, West Pasaman.

If you pay attention to the work motivation of teachers in guiding at the State Elementary School in Kinali Subdistrict, West Pasaman, the category is quite good, the average presentation is 79.33% of respondents answering always and often, sometimes 12.96%, rarely and never 7.71% guiding student. The teacher tries to provide guidance to students

who are weak in learning so that students can follow lessons well and the education provided to students increases in quality. The guidance process is carried out continuously without looking at personal benefits, especially in terms of material.

Teachers 'work motivation in guiding still needs to be improved by the teacher by completing class administrations, improving cooperative relationships between students' parents, schools and the community.

Sanjaya (2006: 25) states that "The teacher guides students to be able to discover the various potentials they have as provision for their lives, guiding students to achieve and carry out their developmental tasks so that they can grow and develop as ideal human beings who are the expectations of parents. and society "

The above opinion has been proven in the statements filled out by the teacher or respondent. The high percentage of primary school teacher's work motivation in guiding in Kinali District is expected to be further improved by completing the facilities and infrastructure needed at school. Increasing attention to the welfare of employees, especially teachers in West Pasaman City by the city government will be able to increase work motivation, for example by providing regional allowances every month and KJM (Excess Teaching Hours).

4. Motivation of Primary School Teacher Work in Train in Kinali District, West Pasaman.

The results showed an average percentage of 79.72% of respondents answered always and often, Sometimes 11.67%, Rare and never 8.61%, this states that the motivation of elementary school teachers to train in Kecamatan Kinali Kota West Pasaman was quite good. .

The teacher tries to train students without distinguishing the social background of students and only a few percent of the teacher is always waiting for instructions from the School Principal in carrying out extracurricular activities.

Extracurricular activities function to develop the talents possessed by students.

Although the work motivation of teachers in training is quite good, efforts should be made to increase the motivation of teachers so that they are more diligent, passionate, enthusiastic, disciplined, and responsible, namely increasing supervision from both direct supervisors and supervision from supervisors.

Although the work motivation of teachers in carrying out tasks is good enough, efforts need to be made to increase

motivation, namely increasing supervision from both direct supervisors and supervision from supervisors.

5. Elementary School Teacher Work Motivation in Carrying Out Tasks in Kinali District, West Pasaman.

The results of the study stated that the work motivation of teachers in carrying out tasks in Kinali District West Pasaman viewed from perseverance, enthusiasm for work, enthusiasm for work, discipline and responsibility are categorized as good. The average percentage is always and often 82.59%, sometimes 10.85%, rarely and never 6.56%.

Kartini (2002: 147) states that "Work motivation is something that gives rise to enthusiasm and drive to do and work". With the high work motivation of teachers, of course, will be able to further enhance and optimize the implementation of the teacher's task in educating, teaching, guiding, and training students every day. The high work motivation of teachers will have an impact on the achievement of objectives.

If seen in general results from the work motivation of teachers in educating, teaching, guiding, and training viewed from the aspects of perseverance, work enthusiasm, morale, discipline, and responsibility, then there are differences that researchers meet between the phenomena that exist with the results of research. In the phenomenon of the researchers mentioned the low motivation of teacher work. This is caused by the source of the data is the teacher whose motivation will be seen, so that as respondents they are not honest in telling the truth. Rarely do people want to express their weaknesses.

V. CONCLUSION

Based on the analysis of the results of research and discussion, it can be concluded about the working motivation of Elementary School Teachers in Kinali District, West Pasaman viewed from 5 (five) indicators examined with the following results:

1. Motivation of Elementary School teacher's work in educating in Kinali District, West City, good markets
2. Elementary school teacher's work motivation in teaching in Kinali District West Pasaman is good.
3. Elementary school teacher's work motivation in guiding in Kinali Subdistrict, West Pasaman is quite good.
4. Elementary school teacher's work motivation in training in Kinali Subdistrict, West Pasaman is quite good
5. In general, elementary school teacher's work motivation in carrying out tasks in Kinali District is categorized as good.

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