

Effectiveness Of Work From Home (Wfh) On Teacher Performance In Batam

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Abstract

The purpose of this study is to analyze effective work from home on leadership, competency, training, and facility and technology to teacher performance. The design used is hypothesis testing using Statistical Package for the Social Sciences (SPSS). The population and respondents in this study was teachers in Batam city. The results of the study show that the leadership has no significant effect on teacher performance with significant = 0.360 and competency has significant effect to teacher performance with significant value = 0,036 results on training has significant effect on teacher performance with significant 0,005, and facility and technology also has significant effect on teacher performance with value of significant is 0,000. The results show that between leadership, competency, training, facility and technology together influence teacher performance with significant 0,000. Based on the two tests above between the Uji t and Uji F test and the direct test, it can be concluded that the rules of the leadership do not have a significant impact on the performance of teachers for that the schools, management and education offices focus on competency of teacher on conduct class on line or PJJ. Based on the result for adjusted R square can be explained at 51,7% is influenced by the four variables (Leadership, Competency, Training, Facility and Technology) to teacher performance, the other 48.3% is the contribution of other variables not included in this research. According to results testing in this research training, facility and technology significantly impact on teacher performance in PJJ class, which means governance and school management, provide some course training to increase teacher performance. Next research model can be explain with mediating variabel to make sure and increase adjusted R square results for example variabel the role of organizational commitment in organizational structure, organizational strategy and management.

Keywords: *JLeadership, Competency, Training, Facility, technology, and Teacher Performance.*

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1. Introduction

As has been known since the end of December 2019 last year there was an outbreak or pandemic Covid-19 which has affected all aspects of community life in the World. The virus was first detected in the city of Wuhan, Hubei province, China, where on 11 March 2020 it was designated as a Pandemic by WHO which resulted in the limitation of all activities including the world of education worldwide. Schools are one of the shapers of the nation's character and are expected to fight and bring the country to compete in the international world. The Federation of Indonesian Teachers' Unions through the Ministry of Education and Culture sees the problem of educators and teachers who are facing conditions in this pandemic [1].

Improvements were also made to the resolution of distance learning constraints (PJJ) during the covid-19 outbreak or corona. FSGI notes that at least 53 percent of teachers are still oriented towards completing the learning curriculum amid the current pandemic outbreak. Though this is contrary to the instructions of the Minister of Education and Culture Circular Letter No. 4 of 2020 [2]. Teacher competency needs to be improved so that online learning can be done well. The Ministry in this case assesses that teachers are not yet competent in implementing Distance Learning (PJJ) or Online, training and guidance need to be provided to improve the ability of each teacher in implementing online learning. One thing that is also considered for teachers in all corners of the archipelago is that not all teachers have the facilities and networks in the area where they teach to do online for that need [3].

Another problem is getting data packages between students, teachers and parents is also a separate problem, direct information obtained in the field that not all parents are able to buy their children's data packages to take part in online learning because they have 2 and three children who are in school. Undergoing learning and teaching activities from a distance is not an easy thing for teachers as educators, students and parents or pupils as a whole [4]. It is expected that all school components can adapt and innovate in the face of conditions that are full of uncertainty. Some factors that can increase achievement in distance learning (PJJ) or online are the existence of a teacher's leadership and school management in managing distance learning, as we know the current conditions are very difficult considering none of the schools or teachers are ready with this PJJ and the average school has not prepared online learning [5].

So that this condition really requires wisdom in managing it. Learning achievement is adjusted to the curriculum that has been created by not forcing all existing material to be delivered online or PJJ but by giving some important points and asking students to be able to learn independently with a form of project base learning so that in making the project they can cover the whole from the existing curriculum [6]. Competence is a series of processes that are requested to see the position competencies with the requirements that have been set with the current competencies of teachers currently facing Covid-19 in doing PJJ or Daring. In other words, competence shows how familiar and mastering a teacher can do PJJ or online well so that learning that has been determined can be achieved properly and completely done to all students. The achievements of the school and students during Covid-19 were influenced by the competence of a teacher in managing PJJ classes properly and effectively [7].

Along with the swiftness of global challenges, the challenges of the education world are getting bigger, this has encouraged all academicians, students, teachers and government to improve and encourage teachers and students to excel well. Indonesia's education world has several obstacles related to the quality of education including the limited access to education in all regions of Indonesia, the number of teachers in each school that has not been evenly distributed, and the quality of teachers is judged to be lacking based on established qualifications [8]. The causes of the low quality of education in Indonesia include problems with effectiveness, efficiency and standardization in teaching at the current school, especially the problem is the low facilities and infrastructure available at the school, the low quality of teachers or teaching staff at the school. During this pandemic through the learning method of PJJ, which is now being implemented, it is an obstacle for some teachers in teaching, especially with teachers who have lived in areas where they are not covered by technology and information [9].

2. Literature Review and Hypothesis

Leadership is significant and has a positive influence on teacher performance, this study was conducted during normal conditions where the learning and learning process is carried out directly and face to face in the classroom where leadership is one of the important factors in the learning process, the role of leadership on learning performance has a positive and significant impact on school learning by training teachers and guardians of students so as to improve the performance of schools, teachers and all stakeholders in the school environment, education is an institution that has an important role in improving the quality of human resources [10]. In improving the quality of human resources from the education sector, teachers have a large role in the education process, for that management must be able to create situations that can encourage the emergence of a sense of belonging, loyalty, solidarity, security, a sense of acceptance and respect, and a feeling of success in self teachers who in turn can create a sense of attachment and develop optimal work spirit [11].

States the competency of a teacher can increase the success of a student in learning, where the results of research conducted on middle class students consisting of 500 male and female students, meaning that competence is a prediction to measure the performance of a teacher in improving the quality of learning [12]. Research conducted on elementary school teachers in Surakarta, where the results showed that competence and leadership had no effect on teacher performance and the success of students in undergoing their studies, but in the study stated for primary schools can improve teacher performance by doing improvements to the school environment so that the comfort and order of students and teachers can inspire learning and will have an impact on the success of teachers and students in learning [13].

in a study entitled The effect of principal's leadership, discipline and competence on teacher performance in Saint James Foundation Jakarta "from the three research variables the principal leadership, discipline and competence partially and together significantly affect teacher performance at the Yakobus Foundation Jakarta, the number of samples in the study were 95 teachers [14]. Leadership is an important factor for determining individual and group behavior in organizations. Mistakes in determining leadership style will have an impact on performance degradation, high levels of absenteeism and not achieving organizational goals. The principal is also said to be a leader, his leadership in the school is the task of managing and moving the educational organization in the area of one school. Even a school principal must be able to determine the right leadership style so that the vision and mission of the school can be achieved well [15].

There are several factors that affect teacher performance including leadership, ability or competence of the teacher himself, job satisfaction also has an influence on teacher performance in carrying out work, of these variables show a positive and significant effect on teacher performance. To improve the performance of teachers doing their job in educating students requires organizational commitment from the school to encourage and provide strong confidence in the teacher so there is a sense of job satisfaction in doing work and educating students. Leadership style can also provide a stimulus to improve the discipline of teachers and students so that there is good control and cooperation within the school environment in improving discipline that has an impact on teacher performance and the quality of students in the school [16].

See the effect of the ability of a teacher with teacher performance on elementary school teachers by looking at several dimensions of teaching competency including contextual ability, conceptual ability, learning content, transactional competence, the relationship between students and teachers during teaching and learning, the ability to evaluate learning, and ability to organize classes [17]. From these dimensions states that the teaching ability of a teacher is very influential on teacher performance and student achievement in elementary school. Training has an impact on employee performance. The training will improve a person's ability to do their work, not only the ability but also can increase knowledge so as to improve employee performance and have a sense and responsibility in doing work [18].

Research conducted in the field of health explains that training has an extraordinary impact in doing the main work and the results of the study show there is a positive and significant effect on employee performance, in other words to provide maximum results on the performance of teachers or employees especially for new things are by doing training first, in a study entitled "The impact of training and development on employee performance and productivity" looks at the effect of training and development of employees in banking in Pakistan, the results of hypothesis testing found a very strong and significant relationship between training and development on employee performance in banking. Based on the results of the study it can be concluded that performance is influenced by training of the employees themselves [19].

Lack of existing resources causes training of existing employees so that it can be done cross-functionally at work by utilizing available resources, from the analysis of job requirements it states that training is closely and significantly related to company and individual performance. technology is fundamental in the current millennium era where almost all jobs are integrated with technology, in a study entitled "Impact technology on performance of employees" where in the industry and world of work technology is fundamental in supporting work and operations in the industry, where every employee is asked to conduct training on every new technology in their work. the influence of information technology is closely related to employee performance where both have a very close and significant relationship in supporting current work, conclusions in this study state that technology as information in doing work has a significant influence, to advance business and work must be supported by adequate technology and facilities [20].

in the world of sports also has the influence of technology, today's modern era in conducting sports training requires up to date technology so that the results and achievements of athletes can be achieved to the maximum. The results showed that technology has a positive and significant influence on the results and achievements of sportsmen. the purpose of the study was to look at the impact of new technology on banking performance, where in the study using a sample of 140 from several existing banks, the results showed that there was a strong and significant relationship between technology and employee and banking performance [21].

3. Research Conceptual

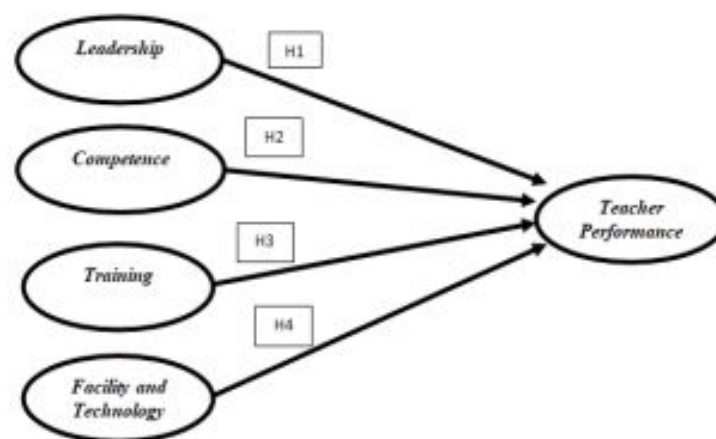


Figure 1. Research Model

H1: Leadership has a significant effect on teacher performance.

H2: Competence has a significant effect on teacher performance.

H3: Training has a significant effect on teacher performance

H4: Facilities and technology has a significant effect on teacher performance

4. Research Methodology

The main objective of this research is to look at the effectiveness of distance learning (PJJ) conducted by existing schools in Batam. By looking at the impact and influence on learning outcomes and not just to describe the object under study, but includes the process of exploring facts and data objects in the field as they are (Sekaran, 2011). This study has the aim to produce more knowledge and understanding of interesting phenomena and build theories based on research results. And then the theory forms the foundation for further research related to the aspects and phenomena under study [22].

5. Research Objects

The object of this study is school teachers in the city of Batam, Riau Islands Province. Population is a generalization area that consists of subjects and objects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions, (Sugiyono, 2015). A group of people, events or everything that has certain characteristics. Members of the population are also called population elements. The combination of all elements in the form of events, things or people who have similar characteristics that are the center of attention of researchers, because it is seen as the universe of research. The sample in this study were Batam city school teachers with a total of 100 teachers [23].

6. Operational Variable

Performance is the result of work in terms of quantity and quality achieved by someone in carrying out the tasks assigned to him (Mangkunegara, 2011). To measure the performance it is measured by 7 questions using a Likert scale of 1 - 5. To measure the competence adopted from (Ginting & Purba, 2019) modified and adapted to the Covid-19 pandemic period, which consisted of 9 questions using a Likert scale of 1 - 5 where 1 was for strongly disagree answers while number 5 was the answer for strongly agreed answers. To measure training adopted from research (Sendawula et al., 2018) where there are 11 questions to measure training where the questions are modified and adjusted to the current state of research conducted using a Likert scale 1 - 5. For facility and technology variables measured by 7 questions using a Likert scale of 1-5 [24].

7. Analysis Method

The analytical method used in this study is to use Statistical Package for the Social Sciences (SPSS). SPSS is a statistical analysis technique used to analyze the effect of independent and dependent variables in a study. Some tests conducted for this study include the validity and reliability test, t test (hypothesis test), and finally the F test and adjusted R square test [25].

8. Results and Discussions

Before the primary data that has been collected is further processed and analyzed, validity testing is first performed to determine whether the questionnaire prepared as an instrument for collecting data is valid or not. The minimum requirement to be considered eligible is if $r = 0.361$. So the correlation between items with a total score of less than 0.361 then the question is declared invalid. Following below test the validity of each variable:

Table 1 Leadership Validity Test Results		
Item Question	<i>Corrected Item Total Correlation</i>	Conclusion
Question 1	0,248	Invalid
Question 2	0,485	Valid
Question 3	0,493	Valid
Question 4	0,168	Invalid
Question 5	0,463	Valid
Question 6	0,330	Invalid
Question 7	0,419	Valid

Source: Primary data processed (2020).

The results of calculations for the validity test in this study for leadership variables, there are 3 invalid questions so that these three questions cannot be used as instruments in measuring leadership.

Table 2
Competence Validity Test Results

Item Question	Corrected Item Total Corelation	Conclusion
Question 1	0,396	Valid
Question 2	0,527	Valid
Question 3	0,584	Valid
Question 4	0,648	Valid
Question 5	0,501	Valid
Question 6	0,625	Valid
Question 7	0,487	Valid
Question 8	0,623	Valid
Question 9	0,673	Valid

Source: Primary data processed (2020).

For the Competency variable all questions are declared valid so that all items in the questionnaire can be used as instruments to measure competence.

Table 3
Training Validity Test Results

Item Question	Corrected Item Total Corelation	Conclusion
Question 1	0,614	Valid
Question 2	0,627	Valid
Question 3	0,507	Valid
Question 4	0,374	Valid
Question 5	0,370	Valid
Question 6	0,548	Valid
Question 7	0,796	Valid
Question 8	0,598	Valid
Question 9	0,458	Valid
Question 10	0,389	Valid
Question 11	0,345	Invalid

Source: Primary data processed (2020).

(Table 3) shows the validity test for the training variable, where the results of the validity test show that the last question on this variable is invalid so that for this study the question cannot be included to measure the training variable [26].

Table 4
Facility and Technology Validity Test Results

Item Question	<i>Corrected Item Total Correlation</i>	Conclusion
Question 1	0,030	Invalid
Question 2	0,487	Valid
Question 3	0,456	Valid
Question 4	0,656	Valid
Question 5	0,342	Invalid
Question 6	0,729	Valid
Question 7	0,778	Valid

Source: Primary data processed (2020).

Facilities and technology variables in this study, for the validity test obtained two invalid questions so that for both questions cannot be included in the hypothesis test. based on the multicollinearity test results in Table 5, it shows that the value of the Variance Inflation Factor (VIF) of each independent variable is less than 10 and the tolerance value is also more than 0.1 (Hair et al. 1998). Then it can be concluded that there is no multicollinearity problem [27].

Table 5
Multicollinearity Test Results

Variable	Tolerance	VIF	Conclusion
Leadership	0,256	3,911	There is no Multicollinearity
Competence	0,215	4,647	There is no Multicollinearity
Training	0,349	2,867	There is no Multicollinearity
Facility and Technology	0,753	8,564	There is no Multicollinearity

Source: Primary data processed (2020).

Normality test is used to test whether in regression, the dependent variable and independent variables have normal data distribution or not. By looking at the normal p-p plot graph display in Figure 1 it can be concluded that the normal p-p plot graph shows visible points spreading around a diagonal line, and its spread follows the direction of the diagonal line. The results of the normality test show that the regression model is feasible because it meets the normality assumption. A good regression model is having a normal data distribution. The following is presented a normal p-p plot graph of each independent variable on the dependent variable.

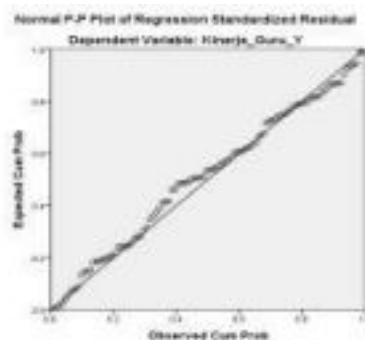


Figure 2. Normality Test Results

Untuk mendeteksi ada tidaknya heteroskedastisitas dapat digunakan metode grafik *Scatterplot* yang dihasilkan dari output program SPSS, apabila pada gambar menunjukkan bahwa titik-titik menyebar secara acak serta tersebar baik di atas maupun di bawah angka 0 pada sumbu Y, maka tidak terjadi heteroskedastisitas pada model regresi (Ghozali, 2015). Hasil pengujian heteroskedastisitas terlihat pada gambar 2

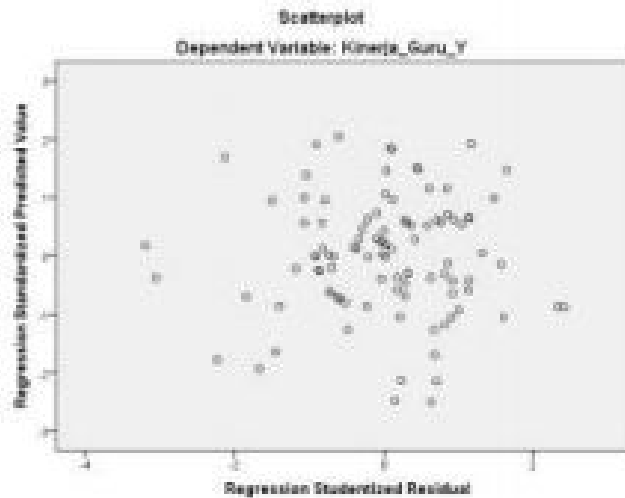


Figure 3. Heteroscedasticity Test Results

Table 5. Hipotesis

Research Variable	t	Sig
Leadership □ Teacher Performance	0,551	0,360
Competence □ Teacher Performance	0,207	0,036
Training □ Teacher Performance	3,788	0.005
Facillity and Technology □ Teacher Performance	3,572	0,000

For the leadership variable the results of the study showed no significant effect on teacher performance where the significant value was 0.360 greater than 0.05, the significance value ($p < 0.05$) was said to have a significant effect if the value was smaller than 0.05. Furthermore, for the variables of competence, training and (facilities and technology) significantly influence the performance of the teacher, each variable's significant value is less than 0.05. Where for the competency variable has a significant value of 0.036, ($p < 0.05$), for the training variable the significant value is 0.005, ($p < 0.05$) and further for the facilities and technology variables the significant value is 0,000 ($p < 0.05$).

10. Conclusion and Implications

Based on the results of the above hypothesis test, it can be concluded that leadership in the covid pandemic era 19 did not significantly influence teacher performance, based on current phenomena and conditions we know that learning is done online or at a distance where there are no class meetings or face to face meetings. Conducted by the teacher in teaching so that the leadership role in the distance learning period does not significantly affect the teacher's performance itself. In contrast to the three other variables where for the variables of competence, training, facilities and technology significantly influence teacher performance. To support the distance learning process or online class requires knowledge and ability to implement PJJ itself, the change from lessons in class to the online system brings changes and a large impact on the implementation of learning itself, in this case several reasons for ineffective and inefficient learning distance learning and the need for some additional competencies, training and facilities and technology that need to be provided to teachers in conducting distance learning (PJJ) or online:

1. Training in implementing online classes such as preparing learning materials
2. The system and media used in PJJ such as (Edmodo, Zoom, Google room, MS Team and other media) so that teachers can deliver good care to students
3. Internet networks sometimes do not support all places, both teachers and students
4. The laptop and cellphone features used cannot support learning with existing media

Based on some of the above it is necessary for schools and education offices to pay attention so that some problems faced by teachers in the distance learning process can be minimized, such as providing good and effective PJJ training, providing additional facilities for teachers such as providing laptops that can support online class processes, in collaboration with internet network providers to make it easy to get internet quota and network availability so that the online teaching and learning process runs smoothly.

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