

Comparison of The Performance of Civil Employee Teachers with Honorers at SMK Negeri 3 Sinjai

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ABSTRACT

This study aims to determine the comparison of the performance of civil servant teachers with honorer at SMK Negeri 3 Sinjai. Data collection techniques used are through observation, questionnaires (questionnaire) and documentation. The data that has been obtained from the research results are processed using data analysis techniques consisting of descriptive analysis techniques and inferential statistical analysis. The results show that based on the indicators used in each variable, these results indicate that the performance of civil servant teachers is in the very good category, for the performance of honorary teachers is in the very good category at SMK Negeri 3 Sinjai. While a significant difference between the performance of civil servant teachers with honorary results, it appears that the probability value is greater than the value is significant, thus the result is that there is no significant difference between the performance of civil servant teachers and honorary teachers at SMK Negeri 3 Sinjai.

Keywords: Performance; Civil Employee Teachers; Honorers

INTRODUCTION

In accordance with what is stated in the 1945 Constitution in paragraph IV which explains that one of the goals of the Indonesian nation is to educate the nation's life. An intelligent nation is a nation that has the resources of a state civil apparatus with a good performance in accordance with its duties and authorities (McVey, 2018; Timmer, 2013).

Educating the nation's life, one thing that needs to be improved is the problem of education (Deutsch, 2015). Education is basically the most important part in living life, by making education a means to achieve goals. Formal educational institutions, schools are a place for the development of knowledge, skills, values, and attitudes that are given completely from generation to generation. However, the reality in Indonesia shows that the political system is not yet stable, the national economic system is not yet established, the national productivity is low, there is no reliable national cultural pattern and the vulnerability of solidarity and national resilience. This happened because the education held was not meaningful as a process of cultural transformation towards the stability of the life of the Indonesian nation (Fuentelsaz et al., 2015; Ishak et al., 2020; Turvey & Pachler, 2016).

Formal institutions, schools need a workforce of state civil servants who have the capacity to provide knowledge transfer to students (O'Neil Jr & O'Neil, 2014). The state civil apparatus is a profession for civil servants and government employees with work agreements who work for government agencies. In running the provincial government, the Education Office is given the task and authority to

administer the national education system. As for the duties and authorities of the education office, namely having decentralization and deconcentration authority in the fields of education, the young generation, and sports as well as assistance tasks given by the government (Smith, 2018; Von Mises, 2011).

Decentralization and deconcentration in the education sector constitute special powers given by the Provincial Education Office to carry out their duties and functions properly. The intended education in this case is the formal education of senior high schools and vocational high schools. Apart from that, the provincial education office also has the right in the process of hiring teachers, both civil servant teachers and honorary teachers at the high school and vocational high school levels (Faguet, 2014; Rondinelli, 2017)

Teachers are professional educators with the main task of educating, teaching, guiding, directing, training, assessing, and evaluating students in early childhood education through formal secondary education. The teacher profession is an activity that requires a variety of skills, while these skills require training, either in the form of limited skills training or integrated and independent skills (Muhayat, 2019; Mukhalalati & Taylor, 2019; Rust & Clift, 2015).

METHOD

This study uses a quantitative descriptive approach, namely research that aims to describe the comparison of the performance of civil servant teachers with honorary at SMKN 3 Sinjai based on research data that has been objectively based on the results of questionnaires, interviews, observations, and documentation. To get this data, the researchers collected data through sources in order to answer the researcher's problems. The source in question is the primary data source, namely all teachers at SMKN 3 Sinjai (Ng et al., 2012; Oliver et al., 2018; Plonsky, 2015).

RESULT AND DISCUSSION

Descriptive Statistical Analysis

To find a comprehensive picture of the performance of civil servant teachers at SMK Negeri 3 Sinjai, it can be seen in the descriptive statistical analysis which includes 3 indicators (Hextall & Mahony, 2013; Setianingrum & Guntur, 2020). Measurement of the items of each indicator is carried out using a Likert scale with a value range of 1-5. The measurement results of each indicator are based on the number of items, namely 10 items which will have a score between 10-30 with a median value = $(50 + 10) / 2 = 30$. The total score of the 3 performance indicators for civil servant teachers with 30 items ranges from 30 to 150 with a value median = $(150 + 30) / 2 = 90$. This can be seen in the table below.

Table 1: of Achievement Levels Score Variable Performance of Civil Servant Teachers (X)

| Vriabel / indicator | Theoretical Range | | Actual Range | | | | % | ket |
|-------------------------|-------------------|-----|--------------|-----|-------|---------|-------|-----------|
| | Range | Med | Min | Max | Med | Average | | |
| PNS teacher performance | 30-150 | 90 | 99 | 135 | 121 | 118 | 87.40 | Very good |
| X1 | 10-30 | 30 | 33 | 47 | 39.50 | 39.75 | 84.57 | Very good |
| X2 | 10-30 | 30 | 36 | 48 | 43.50 | 42.50 | 88.54 | Very good |
| X3 | 10-30 | 30 | 30 | 40 | 36.50 | 35.75 | 89.37 | Very good |

Source: Results of Questionnaire Data Processing No. 1-30

Based on the table above, it can be seen that the performance of civil servant teachers is seen from the learning planning indicator, the percentage level of achievement is 84.57% and is in the very good category, the implementation of learning, the percentage achievement level is

88.54% and is in the very good category, the evaluation of learning percentage achievement level of 89.37%. Overall it can be concluded that the performance of civil servant teachers at SMK Negeri 3 Sinjai is at the percentage achievement level of 87.40% and is in the very good category.

To find a comprehensive picture of the performance of civil servant teachers at SMK Negeri 3 Sinjai, it can be seen in the descriptive statistical analysis which includes 3 indicators. Measurement of the items of each indicator is carried out using a Likert scale with a value range of 1-5. The measurement results of each indicator are based on the number of items, namely 10 items which will have a score between 10-30 with a median value = $(50 + 10) / 2 = 30$. The total score of the 3 performance indicators for civil servant teachers with 30 items ranges from 30 to 150 with a value median = $(150 + 30) / 2 = 90$. This can be seen in the table below:

Table 2 : Levels of Achievement Score Variable Performance of Honorary Teachers (Y)

| Vriabel / indicator | Theoretical Range | | | Actual Range | | | % | ket |
|---|-------------------|-----|-----|--------------|-------|---------|-------|-----------|
| | Range | Med | Min | Max | Med | Average | | |
| The performance of honorary teachers | 30–150 | 90 | 102 | 143 | 119 | 122.14 | 85.41 | Very good |
| Y1 | 10-30 | 30 | 35 | 50 | 44 | 43.09 | 86.18 | Very good |
| Y2 | 10-30 | 30 | 33 | 50 | 44 | 43.32 | 86.64 | Very good |
| Y3 | 10-30 | 30 | 29 | 45 | 35.50 | 35.73 | 79.4 | Good |

Source: Results of Questionnaire Data Processing No. 1-30

Based on the table above, it can be seen that the performance of honorary teachers is seen from the learning planning indicator, the achievement level is a percentage of 86.18% and is in the very good category, the implementation of learning, the percentage achievement level is 86.64% and is in the very good category, the evaluation of the results. learning achievement level percentage is 79.4% and is in good category. Overall it can be concluded that the performance of honorary teachers at SMK Negeri 3 Sinjai is at the level of achievement of the percentage of 85.41% and is in the very good category (Fadli & Imtihan, 2019; Nurbaya & Rasulong, 2020)(Angreranti & Malihah, 2017).

Inferential Statistical Analysis

To analyze two independent samples with the type of interval / ratio data, the two-sample t test formula using the help of the SPSS program is used to determine whether there is a significant difference between X and Y variables. and H_0 which has been formulated in the previous chapter, namely:

H_0 : There is no significant difference between the performance of civil servant and honorary teachers at SMK Negeri 3 Sinjai.

H_a : There is a significant difference between the performance of civil servant and honorary teachers at SMK Negeri 3 Sinjai.

The results of the t test between the performance variables of PNS and Honorary teachers can be seen in the table below:

Independent Samples Performance Test for PNS Teachers with Honorary

| Group Statistics | | | | |
|------------------|----|--------|----------------|-----------------|
| Variable | N | Mean | Std. Deviation | Std. Mean Error |
| Total X | 8 | 118.00 | 12.795 | 4.524 |
| Y | 22 | 122.14 | 11.906 | 2.538 |

| Independent Samples Test | | | | | | | | | |
|------------------------------|---|------|------------------------------|--------|-----------------|-----------------|-----------------------|---|-------|
| | Levene's Test For Equality of Variances | | t-test for Equality of Means | | | | | | |
| | F | Sig. | t | df | Sig. (2-tailed) | Mean Difference | Std. Error Difference | 95% Confidence Interval of The Difference | |
| | | | | | | | | Lower | Upper |
| Total Equal Variance assumed | .032 | .860 | -.826 | 28 | .416 | -4.136 | 5.010 | -14.398 | 6.126 |
| Equal Variances not assumed | | | -1.797 | 11.714 | .044 | -4.136 | 5.187 | -15.469 | 7.196 |

This study determines the significant level $\alpha = 5\%$ with the test rules, namely:

- if probability (sig) $> 0.05 / 2$ then H_0 is accepted.
- if the probability (sig) is $0.05 / 2$ then H_0 is accepted. $<$

From the table above, it can be seen that the probability value (sig) = 0.441 and the significant level value is $0.05 / 2 = 0.025$. Comparing the value of probability (sig) with a significant level if probability > 0.025 then H_0 is accepted, the result is $0.441 > 0.025$ then H_0 is accepted. From this explanation it can be concluded that $>$ There is no significant difference between the performance of civil servant and honorary teachers at SMK Negeri 3 Sinjai.

This study attempts to answer a major problem, namely the comparison of the performance of civil servant teachers with honorary teachers at SMKN 3 Sinjai. After the research data is presented, it can be seen that the performance of civil servant teachers is in the very good category, and the performance of honerary teachers is in the very good category. Based on the laws and regulations on teachers and lecturers No. 14 of 2005 that teacher performance appraisal is measured based on three aspects, namely as follows:

1. Learning

In accordance with the operational definition that the learning planning referred to in this study is to make a Learning Implementation Plan (RPP), and compile a learning program. Based on research data, the performance of civil servant teachers in terms of learning planning at SMK Negeri 3 Sinjai is very good. Meanwhile, based on the observations of researchers in the field, it shows that the performance of civil servant teachers in lesson planning is good, this can be seen from the plan for implementing civil servant teacher learning is complete in accordance with existing regulations in schools.

Based on research data that the honorary teacher's performance in terms of learning planning at SMK Negeri 3 Sinjai, the respondents answered with the very good answer category. Meanwhile, based on the observations of researchers in the field, the performance of honorary teachers in terms of lesson planning is very good, seen from the implementation plan of honorary teachers' learning is very complete.

2. Implementation of Learning

The operational definition in this study explains that teacher performance in lesson planning such as when the teacher opens lessons, the learning process, and closes learning. Then this is in line with what Dimiyati and Mudjiono (2006) put forward, the implementation of learning is an activity of teacher and student interaction which will end with the process of evaluating learning outcomes. From the explanation of the operational definition above, it can be explained that the implementation of civil servant teacher learning at SMK Negeri 3 Sinjai has been very good, this has been tested through statistical data in this study with very good answers. Meanwhile, based on the observations of researchers in the field, it shows that the performance of civil servant teachers in implementing learning is good,

The implementation of honorary teacher learning at SMK Negeri 3 Sinjai is included in the very good category, this has been tested through statistical data in this study which reached 86.64%, which means that the majority of respondents answered very well. Meanwhile, based on the observations of researchers in the field, it shows that the performance of honorary teachers in terms of implementation of learning is not good, seen from the implementation of honorary teacher learning is not in accordance with the lesson plan that has been made.

3. Assessing / Evaluating Learning Outcomes

Assessing / evaluating learning outcomes is very important in providing assessors to student achievement, this is then described in the operational definition in this research which explains that teacher performance in learning evaluation, namely providing scores or results to students objectively, carrying out learning evaluation analysis, and implementing improvement / enrichment programs. This was later explained by Dimiyanti and Mudjiono (2006) argue that the evaluation of learning outcomes is a process to determine the value of student learning through assessment and / or measurement of learning outcomes. Assessing / evaluating the results of learning carried out by PNS teachers at SMK Negeri 3 Sinjai has been very good.

Overall it can be concluded that the performance of civil servant teachers at SMK Negeri 3 Sinjai is at the very good category achievement level. This means that the performance of civil servant teachers at SMK Negeri 3 Sinjai is good so that they are able to carry out and complete their duties and responsibilities to the maximum according to the applicable regulations at SMK Negeri 3 Sinjai.

The performance of honorary teachers at SMK Negeri 3 Sinjai is at the very good level of achievement category. This means that the honorary teacher's performance at SMK Negeri 3 Sinjai is good so that they are able to carry out and complete their duties and responsibilities to the maximum according to the applicable regulations at SMK Negeri 3 Sinjai.

CONCLUSION

Based on descriptions of the results of the discussion and analysis regarding the comparison of the performance of civil servant teachers and honorary teachers at SMK Negeri 3 Sinjai, the following conclusions can be drawn: The performance of civil servant teachers at SMK Negeri 3 Sinjai as a whole is in the very good category with a percentage achievement level of 87.40%. Judging from the results of measurement percentages, indicators of learning

planning 84.57%, implementation of learning 88.54%, and assessing / evaluating learning outcomes 89.37%.

The performance of honorary teachers at SMK Negeri 3 Sinjai as a whole is in the very good category with an achievement level of 85.41%. Judging from the results of measurement percentages, indicators of learning planning 86.18%, implementation of learning 86.64%, and assessing / evaluating learning outcomes 79.4%. To find out a significant difference or not between the performance of civil servant teachers and the performance of honorary teachers, a test was conducted. The results of the hypothesis test show that the value t_{hitung} probability $>$ significant level value (0.025), namely 0.441 $>$ 0.025, then H_0 is accepted and H_a is rejected. From this explanation, the proposed hypothesis is "there is no significant difference between the performance of civil servant and honorary teachers at SMK Negeri 3 Sinjai".

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