

Research Article

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The Influence of Motivation, Work Discipline, Leadership and Information Technology on The Performance of Educators at The Yayasan Santa Lusia Virgini Bekasi

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Abstract: *The purpose of this study was to determine the effect of motivation, work discipline, leadership and information technology on the performance of educators at the Yayasan Santa Lusia Virgini Bekasi. This study uses quantitative methods using probability sampling techniques. This study uses Smart PLS 3.0 software and tests are carried out, namely data analysis methods (descriptive and verification), evaluation of the measurement model (outer model), namely validity and reliability tests, evaluation of the structural model (inner model), namely the coefficient of determination or R-Square (R²), predictive relevance (Q²), and Goodness Of Fit Model Test and hypothesis testing, namely t test and F test. The results of this study partially the motivation variable has a positive and significant effect on performance with a standard value at the P-values level which is <0.05 (0.021 <0.05). The work discipline variable has a positive and significant effect on performance with a standard value at the P-values level, namely <0.05 (0.002 <0.05). The leadership variable has a positive and and significant effect on performance with a standard value at the P-values level, namely <0.05 (0.003 <0.05). The information technology variable has a positive and significant effect on performance with a standard value at the P-values level, namely <0.05 (0.000 <0.05) Meanwhile, the results of simultaneous research from motivation, work discipline, leadership, information technology have a positive and significant effect on performance with an F-count value of 185.58 > F-Table 2.42 and the coefficient of determination (R²) on R-Square obtained a value of 0.811.*

Keywords: *motivation, work discipline, leadership, information technology, performance.*

Introduction

The performance of educators is certainly influenced by several factors, namely internal and external. Internal factors are factors that come from themselves such as motivation, nature, talent, dedication, profession, and experience. While external factors are factors that come from outside a person such as the physical environment, work atmosphere, rewards, policies, leadership, facilities and infrastructure. The desire, motivation and nature of educators are the main factors that support the performance of educators in the tasks assigned to them. Without a sense of responsibility, it can be said that educators will not show good performance in the work environment (Melya el al., 2023; Sawitri, 2019).

Educators are professional educators with the main task of educating, teaching, guiding, directing, training and evaluating students in early childhood education in formal education, primary education and secondary education. The workload of educators includes the main activities of planning learning, implementing learning, assessing learning outcomes, guiding and training students, and carrying out additional tasks (UU RI No 20 Tahun 2005). YSLV Bekasi is a formal education institution that manages kindergarten, elementary, junior high, high school, vocational and special education units. Educators are more than 300 people. With almost 2000 students. After the pandemic, YSLV Bekasi Branch experienced a decrease in the number of students. Many things affect this, including the unstable community economy, the opening of new schools and the drastic decline in students' interest in learning. We all know that this is

greatly influenced by the pandemic situation where students study online and even this greatly affects the character of students. To overcome this problem, YSLV Bekasi does not merely look at external factors that affect the lack of students after the pandemic. YSLV Bekasi also continues and always improves itself, trying to explore the roots of this problem.

It can be seen that the decline in students after the Pandemic at YSLV Bekasi was also influenced by the decline in the performance of teaching staff. On this basis, it can be clarified that performance as a person's ability practiced through motivation, work discipline, leadership and advances in information technology and supported by a safe work environment can have a positive impact. A company is considered good because it has good performance as well, so at this time the author wants to make research on the performance of teaching staff at the YSLV Bekasi educational institution. The performance of educators at this institution has a major influence on the professionalism of students in working, excelling in achievement, excellence in service towards national standard training. The institution wants to compete nationally supported by all elements of the institution according to their respective main duties and functions (YSLV, 2022). From this description and based on the results of observations, it is necessary to conduct research on "The Effect of Motivation, Work Discipline, Leadership and Information Technology on the Performance of Educators at the Santa Lusía Virgini Bekasi Foundation".

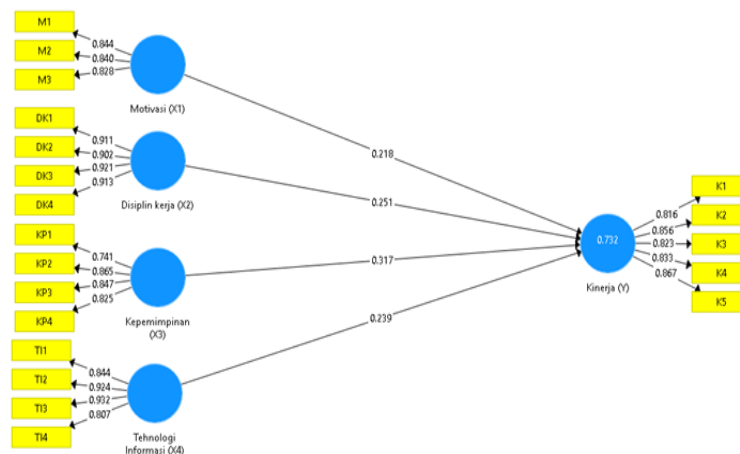
Based on the background previously described and the problems mentioned above, the following questions can be formulated:

1. To what extent does motivation correlate with the performance of YSLV Bekasi educators?
2. To what extent is the correlation between work discipline and the performance of YSLV Bekasi teaching staff?
3. To what extent is the correlation between leadership and the performance of YSLV Bekasi educators?
4. To what extent is the correlation between information technology and the performance of teaching staff at YSLV Bekasi?

Method

This study uses quantitative methods using probability sampling techniques. The population in this study was 300 educators and was carried out by collecting a random sample (random sampling) of 178 respondents, namely educators of the Santa Lusía Virgini Bekasi Foundation. Reflective and formative indicators can be analyzed and created using PLS. Algorithms for size and flexibility dimensions are also not problematic and can be examined using a variety of indicators (Ghozali, 2008). This study uses Smart PLS 3.0 software and tests are carried out, namely data analysis methods (descriptive and verification), evaluation of the measurement model (outer model), namely validity and reliability tests, evaluation of the structural model (inner model), namely the coefficient of determination or R-Square (R^2), predictive relevance (Q^2), and Goodness of Fit Model Test and hypothesis testing, namely t test and F test.

Measurement Model



The Assessment of Structural Model

The value of the t-statistic analysis results from the indicator's relationship to each exogenous variable or construct. To find out whether exogenous variables affect endogenous variables significantly or not, a significance test must be carried out. Testing the significance of the influence of a variable can be seen based on the t-statistic value with the criteria contained in the Rule of Thumb Evaluation of the Measurement Model (outer model) table in Table 3.3 for a tolerance value of 5% (0.05). If the t-statistic value > 1.96 or P-Values < 0.05 then the variable has a significant effect. Meanwhile, if the t-statistic value < 0.05 or P-Values > 0.05 then the variable is influential but not significant. Based on this table, it can be seen that all t-statistic indicators have a value of more than 1.96 so it can be concluded that the statement in each indicator of the motivation, work discipline, leadership, information technology and performance variables have a significant effect. the R-Square value of the performance variable (Y) is 0.732, so that this value meets the moderate standard. This value can be interpreted that the R-Square ability has a moderate effect. This shows that motivation (X₁), work discipline (X₂), leadership (X₃), information technology (X₄) on performance (Y) has a moderate effect. The Q-Square value is 0.500, this shows that the Q-Square value is said to be a model that has predictive relevance because the Q-Square value is > 0 . Testing the suitability of the model shows that the SRMR value is said to be a fit model, while the NFI and rms Theta values are said to be not a fit model, so it can be concluded that the data collected has a fit model, namely because the value in the SRMR model is < 0.08 (0.059), and not a fit model, namely because the value in NFI > 0.90 (0.844) and rms Theta < 0.12 (0.169).

Hypothesis Testing

H1. The effect of motivation on performance.

In the table above, it shows that motivation has a P-value of 0.021. Due to the standard at the P-values level which is < 0.05 ($0.001 < 0.05$) so it can be concluded that it has a significant influence. Furthermore, based on the t-count value of 3.257 and the t-table value of 2.42 (t-table $\alpha = 0.05$, $df = n - k - 1$ ($178 - 4 - 1 = 173$)). So, the t-count value of $3.257 > 2.42$ means that H₀ is rejected H_a is accepted. The original sample value is 0.218 which means it has a positive influence. So it can be concluded that the hypothesis H1 is stated that motivation has a positive and significant effect on performance.

H2. The effect of work discipline on performance

In the table above, it shows that work discipline has a P-value of 0.002. Due to the standard at the P-values level, which is <0.05 ($0.000 < 0.05$), it can be concluded that it has a significant effect. Furthermore, based on the t-count value of 4.232 and the t-table value of 2.42 (t-table $\alpha = 0.05$, $df = n-k-1$ ($178-3-1 = 173$)). So, the t-count value of $4.232 > 2.42$ means that H_0 is rejected H_a is accepted. The original sample value is 0.251 which means it has a positive effect. So it can be concluded that the H2 hypothesis states that work discipline has a positive and significant effect on performance.

H3. The effect of leadership on performance

In the table above, it shows that leadership has a P-value of 0.022. Due to the standard at the P-values level which is <0.05 ($0.022 < 0.05$) so it can be concluded that it has a significant effect. Furthermore, based on the t-count value of 2.190 and the t-table value of 2.42 (t-table $\alpha = 0.05$, $df = n-k-1$ ($178-3-1 = 173$)). So, the t-count value of $2.190 > 2.42$ means that H_0 is rejected H_a is accepted. The original sample value is 0.317 which means it has a positive effect. So it can be concluded that the hypothesis H3 is stated that leadership has a positive and significant effect on performance.

H4. The effect of information technology on performance

In the table above, it shows that information technology has a P-value of 0.000. Due to the standard at the P-values level, which is <0.05 ($0.000 < 0.05$), it can be concluded that it has a significant effect. Furthermore, based on the t-count value of 3.644 and the t-table value of 2.42 (t-table $\alpha = 0.05$, $df = n-k-1$ ($178-3-1 = 173$)). So, the t-count value of $3.644 > 2.42$ means that H_0 is rejected H_a is accepted. The original sample value is 0.239 which means it has a positive effect. So it can be concluded that the H4 hypothesis is stated that information technology has a positive and significant effect on performance.

Result and Discussion

Based on the results of the H1 hypothesis, it states that motivation has a positive and significant effect on performance. Based on the answers from respondents to the motivation variable on the indicator of high and strong motivation, it significantly improves my performance as a YSLV educator. High motivation can improve productivity, teaching quality, sense of responsibility, creativity, and relationships with students. Therefore, it is important for YSLV Bekasi to create an environment that supports motivation and inspires educators to make maximum contributions to the process.

Based on the results of the H2 hypothesis, it states that work discipline has a positive and significant effect on performance. Based on the answers from respondents to the work discipline variable, as educators at YSLV realise the importance of work discipline, they try to arrive on time at school and realise that they must always follow the procedures or rules that apply in carrying out their duties every day. Good work discipline makes an important contribution to improving the performance of YSLV Bekasi teaching staff. It affects work efficiency, teaching quality, stress management, and setting a good example for students. Therefore, it is important for educators to develop and maintain good work discipline to achieve optimal performance.

Based on the results of the H3 hypothesis, it states that leadership has a positive and significant effect on performance. Based on the answers from respondents to the leadership variable, namely as educators at YSLV must have a leadership attitude that always motivates for my better quality and educators at YSLV realise how important it is to have a leadership attitude. Effective leadership can influence the performance

of educators by motivating, providing clear direction, supporting professional development, encouraging good communication, and assisting in problem solving and decision making. With strong leadership, the institution can achieve better educator goals.

Based on the results of the H4 hypothesis, it states that information technology has a positive and significant effect on performance. Based on the answers from respondents to the information technology variable on the information technology-based attendance register system makes it easier for students and teachers to track and monitor attendance accurately and the implementation of an information technology-based attendance register system is a positive step in improving attendance management in schools. Information technology allows educators to access information quickly and easily. They can search for educator resources, teaching materials and the latest research with just a few clicks. This allows them to stay up-to-date with the latest developments in the field and improve the quality of learning they provide. Information technology allows educators to manage student data more efficiently. They can store and access notes, grades, and other important information in a learning management system or database. This helps educators track student progress, prepare reports, and facilitate better monitoring.

Conclusions

Based on the results of the research on the discussion that has been carried out, the following conclusions can be drawn:

1. Motivation has a positive and significant effect on performance.
2. Work discipline has a positive and significant effect on performance.
3. Leadership has a positive and significant effect on performance.
4. Information technology has a positive and significant effect on performance.

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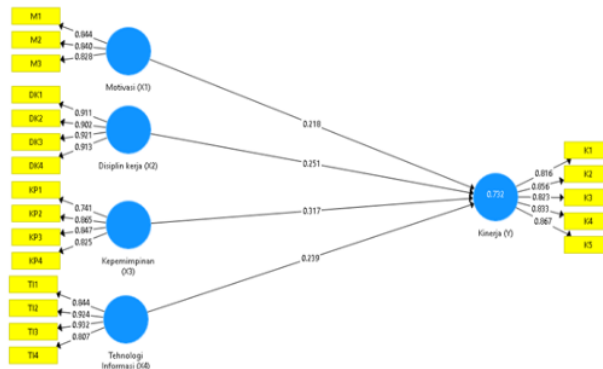
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Method

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Hypothesis Testing

H1. The effect of motivation on performance.

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In the table above, it shows that work discipline has a P-value of 0.002. Due to the standard at the P-values level, which is <0.05 ($0.000 < 0.05$), it can be concluded that it has a significant effect. Furthermore, based on the t-count value of 4.232 and the t-table value of 2.42 (t-table $\alpha = 0.05$, $df = n-k-1$ ($178-3-1 = 173$)). So, the t-count value of $4.232 > 2.42$ means that H_0 is rejected H_a is accepted. The original sample value is 0.251 which means it has a positive effect. So it can be concluded that the H2 hypothesis states that work discipline has a positive and significant effect on performance.

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In the table above, it shows that information technology has a P-value of 0.000. Due to the standard at the P-values level, which is <0.05 ($0.000 < 0.05$), it can be concluded that it has a significant effect. Furthermore, based on the t-count value of 3.644 and the t-table value of 2.42 (t-table $\alpha = 0.05$, $df = n-k-1$ ($178-3-1 = 173$)). So, the t-count value of $3.644 > 2.42$ means that H_0 is rejected H_a is accepted. The original sample value is 0.239 which means it has a positive effect. So it can be concluded that the H4 hypothesis is stated that information technology has a positive and significant effect on performance.

Result and Discussion

Based on the results of the H1 hypothesis, it states that motivation has a positive and significant effect on performance. Based on the answers from respondents to the motivation variable on the indicator of high and strong motivation, it significantly improves my performance as a YSLV educator. High motivation can improve productivity, teaching quality, sense of responsibility, creativity, and relationships with students. Therefore, it is important for YSLV Bekasi to create an environment that supports motivation and inspires educators to make maximum contributions to the process.

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Based on the results of the H4 hypothesis, it states that information technology has a positive and significant effect on performance. Based on the answers from respondents to the information technology variable on the information technology-based attendance register system makes it easier for students and teachers to track and monitor attendance accurately and the implementation of an information technology-based attendance register system is a positive step in improving attendance management in schools. Information technology allows educators to access information quickly and easily. They can search for educator resources, teaching materials and the latest research with just a few clicks. This allows them to stay up-to-date with the latest developments in the field and improve the quality of learning they provide. Information technology allows educators to manage student data more efficiently. They can store and access notes, grades, and other important information in a learning management system or database. This helps educators track student progress, prepare reports, and facilitate better monitoring.

Conclusions

Based on the results of the research on the discussion that has been carried out, the following conclusions can be drawn:

1. Motivation has a positive and significant effect on performance.
2. Work discipline has a positive and significant effect on performance.
3. Leadership has a positive and significant effect on performance.
4. Information technology has a positive and significant effect on performance.

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