

# RELATIONSHIP BETWEEN PRINCIPAL LEADERSHIP, WORK ENVIRONMENT, AND WORK DISCIPLINE AND TEACHER WORK ETHICS

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## ABSTRACT

This research aims to reveal the principal's leadership role, work environment, and work discipline on the work ethic of state high school teachers in Kalideres District. The method used in this study is a quantitative method with data collection using a questionnaire. The questionnaire was tested on 30 respondents to test the validity of each statement item. The population in this study were the principals and teachers of public high schools in Kalideres District as many as 112 people. The research sample used simple random sampling. The number of samples taken was calculated using the Slovin formula with a significant level of 5%, namely 87 respondents. In analyzing the research data, normality test analysis, multicollinearity test, multiple linear regression test, correlation test, and f test and t test were used. Based on the results of the study, the following values were obtained: (1) principal leadership (X1) with work ethic (Y)  $r_{y1} = 0,9711\%$ ; (2) work environment (X2) with work ethic (Y)  $r_{y2} = 0,9774$ , (3) work discipline (X3) with work ethic (Y)  $r_{y3} = 0,9894\%$ ; and (4) principal leadership (X1), work environment (X2), and work discipline (X3) with work ethic (Y)  $r_{y123} = 0,9920$ . Based on the calculation results, it is known that together the principal's leadership, work environment, and work discipline have a positive direct relationship with the work ethic of public high school teachers in Kalideres District, West Jakarta

**Keywords:** *teacher work ethic, leadership, work environment, work discipline*

## INTRODUCTION

School is a place for studying and teaching and learning activities take place. Teaching activities in schools are carried out by teachers as educators. To make the teacher a professional, it requires a maximum work ethic from within a teacher.

In achieving a teacher's work ethic is influenced by several factors including work discipline, work environment and the most important factor is how the principal's leadership in his teaching place. The principal is a leader in a formal educational institution, namely a school that has an important role in determining the success of the school. The success of learning goals in schools is influenced by the

principal's role as a leader, it is in the hands of this leader that schools become successful, superior, or even destroyed.

The principal plays a role in carrying out management at school to encourage teachers to apply work discipline by fulfilling various provisions and regulations that apply in schools, which include the existence of disciplinary rules in schools, the obedience of teachers, and the existence of sanctions for teachers who violate. In addition to the role of the principal and work discipline, the work environment is one of the determining factors for the teacher's work ethic, the environment in which the teacher works has an important role in achieving the vision and mission of learning in schools. The work environment is everything around workers and can influence them in carrying out their duties. The work environment in schools includes the work environment from a physical and psychological perspective.

Based on the results of observations made by interviewing several public high school teachers in the Kalideres sub-district, several problems were found related to the teacher's work ethic. Where based on the results of initial research (observation) conducted by observing and interviewing several teachers at school environment, it is known that teacher morale is still low, seen by the presence of several empty hours at school. The teacher's initiative in using a varied learning model is still low, so that learning still occurs in one direction. Low work productivity, because teachers still have not completed their tasks administratively on time. Also, the work discipline of public high school teachers in the Kalideres sub-district is still lacking. Where, some teachers are still late to class to carry out teaching and learning activities.

In carrying out his duties as an educator, a teacher is required to be a professional teacher. Teacher professionalism can be measured by the abilities, expertise and skills possessed by the teacher and proven by teacher certification. The formulation of the problem used in this study:

(1) Is there a relationship between the principal's leadership and the work ethic of the State High School teachers in Kalideres District, West Jakarta?; (2) Is there a relationship between the work environment and the work ethic of State Senior High School teachers in Kalideres District, West Jakarta?; (3) Is there a relationship between work discipline and the work ethic of public high school teachers among Kalideres Districts, West Jakarta?; and (4) Is there a relationship between the principal's leadership, work environment, and work discipline together with the work ethic of public high school teachers in Kalideres District, West Jakarta?

## **METHOD**

In research, planning and in this study using quantitative research methods. According to Sugiyono (2018), the quantitative research method can be interpreted as a research method based on a positivism philosophy, which is used to research certain populations or samples, data collection uses research instruments, data analysis is quantitative/statistical, with the purpose of testing the hypothesis that has been set. This research aims to find out how much influence the principal's leadership, work discipline and work environment have on the teacher's work ethic. To obtain an overview of the influence of the four variables, the researchers used a survey research method with causal associative research.

## **FINDINGS AND DISCUSSION**

### **Relationship between Principal Leadership and Teacher Work Ethics**

The principal's leadership has a positive and high relationship with the work ethic of public high school teachers in the Kalideres sub-district. This can be seen from the results of the linear equation  $Y = -7.2414 + 1.0151X$ , meaning that for every increase or decrease in the leadership of the principal by

1 point, the work ethic of public high school teachers in Kalideres sub-district, West Jakarta will increase or decrease by 1.0151. And based on the results of  $r_{y1} = 0.9711$ , it was found that the influence of the principal's leadership on the teacher's work ethic was 97.11%.

The results of this study reveal that there is a positive and high relationship between the Principal's Leadership variable and the Work Ethic variable. In other words, it can be stated that the Principal's Leadership variable can affect the Work Ethics of Public High School Teachers in Kalideres District, West Jakarta.

#### Relationship between Work Environment and Teacher Work Ethics

The work environment has a positive and high relationship with the Work Ethics of State Senior High School Teachers in Kalideres District. This can be seen from the results of the equation  $Y = -23.003 + 0.9661X$ , meaning that for every increase or decrease in the work environment by 1 point, the work ethic of public high school teachers in Kalideres sub-district, West Jakarta will increase or decrease by 0.9661. And based on the results of  $r_{y2} = 0.9774$ , it was found that the influence of the work environment on the teacher's work ethic was 97.74%.

The results of this study reveal that there is a positive and high relationship between the work environment variable and the work ethic variable. In other words, it can be stated that the Work Environment variable can influence the Work Ethics of Public High School Teachers in Kalideres District, West Jakarta.

#### Relationship between Work Discipline and Teacher Work Ethics

Work Discipline has a positive and high relationship with the work ethic of State Senior High School teachers in Kalideres District. This can be seen from the results of the equation  $Y = 5.9550 + 1.0727X$ , meaning that for every increase or decrease in work discipline by 1 point, the work ethic of public high school teachers in Kalideres sub-district, West Jakarta will increase or decrease by 1.0727. And based on the results of  $r_{y3} = 0.9894$ , it is obtained that the influence of the work environment on the teacher's work ethic is 98.94%.

From the results of this study revealed a positive and high relationship between the variables of Work Discipline and Work Ethics variables. In other words, it can be stated that the Work Discipline variable can affect the Work Ethics of Public High School Teachers in Kalideres District, West Jakarta..

#### Relationship between Principal Leadership, Work Discipline, and Work Environment with Teacher Work Ethics

The Principal's Leadership, Work Environment and Work Discipline have a positive and high relationship with the Work Ethics of Public High School Teachers in Kalideres District. This can be seen from the results  $Y = 1.7189 + 1.0097X_1 + 0.1850X_2 - 0.1713X_3$ , meaning for every increase or decrease in the principal's leadership by 1 point, the work ethic of the State High School teachers in the Kalideres sub-district, West Jakarta, will increase or decrease by 1.0097. Each increase or decrease in the work environment 1 point, then the work ethic public high school teachers in the Kalideres sub-district, West Jakarta, will experience an increase or decrease of 0.1850. And the result is  $r_{y123} = 0.9920$ , meaning that the principal's leadership, work discipline and work environment variables affect the teacher's work ethic by 99.20%.

The results of this study reveal that there is a positive and high relationship between the Principal Leadership, Work Environment and Work Discipline variables and the Work Ethic variable. In other words, it can be stated that the Principal Leadership, Work Environment and Work Discipline variables can affect the Work Ethics of Public High School Teachers in Kalideres District, West Jakarta.

Descriptive analysis of the independent variables consisting of the principal's leadership, work discipline, and work environment shows that these independent variables are in the strong category. This is shown by the majority of research subjects who gave answers for each independent variable belonging to the very good category.

## CONCLUSION

Based on the results of the study, the values were obtained: (1) principal leadership (X1) with work ethic (Y)  $ry_1 = 0.9711\%$ ; (2) work environment (X2) with work ethic (Y)  $ry_2 = 0.9774$ ; (3) work discipline (X3) with work ethic (Y)  $ry_3 = 0.9894\%$ ; and (4) principal leadership (X1), work environment (X2), and work discipline (X3) with work ethic (Y)  $ry_{123} = 0.9920$ . Based on the results of calculations, it is known that together with the principal's leadership, work environment, and work discipline have a positive direct relationship with the work ethic of public high school teachers in Kalideres District, West Jakarta.

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