
Analysis of the Influence of Work Ability, Work Discipline and Work Spirit on the Performance of Teachers and Education Personnel at the Assunniyyah Private Madrasah Aliyah (MA) Tapin Regency

¹Melania, ²Abdul Kadir, ³Noor Ipansyah
^{1,2,3}Pancasetia College of Economics Banjarmasin

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Abstract

The research is aimed at analyzing and proving the simultaneous and partial influence of work ability, work discipline and work enthusiasm on the performance of teaching staff and education at the Assunniyyah Private Madrasah, Tapin Regency. The research method used is an analytical survey. The type of research is explanatory research. The sampling in this research used a total sampling technique of 43 teaching and educational staff at the Assunniyyah Private Madrasah Aliyah Tapin Regency, Central Kalimantan in 2022. Data collection techniques used questionnaires, documentation, interviews and observation. Validity and reliability tests were carried out on the research instruments. Data were analyzed using multiple linear regression analysis with classical assumption tests. The results of the research show that work ability, work discipline and work enthusiasm have a significant effect simultaneously and partially on the performance of teaching staff and education at the Assunniyyah Private Madrasah, Tapin Regency. Work discipline has a dominant influence on the performance of teaching staff and education at the Assunniyyah Private Madrasah Aliyah Tapin Regency. The magnitude of the influence of work ability, work discipline and work enthusiasm on the performance of teaching staff and education at the Assunniyyah Private Madrasah Aliyah Tapin Regency is 88.5%

Keywords: Work ability, work discipline, work enthusiasm, performance

1. Introduction

Performance has become the center of attention from various groups, both government and agencies or organizations in general. Such great attention to performance issues can be understood because it concerns the efficiency and effectiveness of the use of human resources in achieving the goals set by an organization. The good or bad performance of an Educator and Education Personnel can be seen from the relationship between the work carried out and the mission or goals of the organization. The work of Educators and Education Personnel that is not related to the mission or goals of an organization cannot be used as an indicator of the performance of Educators and Education Personnel towards their organization. Performance is a function of motivation and ability. To complete a task or job a person must have a certain degree of readiness and willingness. A person's willingness and skills are not effective in doing something without a clear understanding of what will be done and how to do it.

The performance of an Educator and Education Personnel can be influenced by several factors such as the work ability of an Educator and Education Personnel seen from various aspects including the level of knowledge possessed, work experience, ways of solving problems and initiative, skills and so on. Another factor that also influences performance is work discipline. Work discipline is one of the benchmarks, especially in assessing the Employee Targets for Teachers and Education Personnel, which is one of the determinants of assessing the duties and responsibilities of an Educator and Education Personnel in an agency. Work enthusiasm can also be a benchmark for the performance of an Educator and Education Personnel. This is because an Educator and Education Personnel who has high work enthusiasm is able to produce much better and timely performance.

The Assunniyyah Private Madrasah Aliyah (MA) Tapin Regency is one of the upper secondary level Madrasahs which is based on Islam and emphasizes Islamic Religious Education in learning but still studies general subjects. The ability of teachers and educational staff is one of the reasons why performance assessments are not optimal. Performance ability is assessed in addition to aspects of intellectual ability, cognitive ability, physical ability and emotional ability. Total number of teaching and educational staff at MTs. The Assunniyyah of Tapin Regency consists of 43 people, consisting of 38 teachers and 5 administrative staff. The number of permanent foundation teachers is 37 people and 19 people are certified teachers. The teaching staff at the MA Assunniyyah Tapin Regency must be improved so that teachers are more competent in delivering learning. Increasing work abilities can be achieved and provided by leaders through formal or informal education, whether through training, seminars and so on. The high absence of teaching and educational staff for various reasons can cause a decline in the performance of teaching and educational staff due to the large amount of work of teaching and educational staff not being completed on time and services to the community being disrupted. Lack of enthusiasm for work is one of the main things that must be paid attention to by a company, organizations or agencies. This can be seen by educators and educational staff who often arrive late, delay work which results in work piling up and the resulting performance being less than optimal.

Based on the existing problems, the questions in this research are:

1. Do work ability, work discipline and work spirit have a significant simultaneous influence on the performance of the Teaching and Education Staff of the Private Assunniyyah Madrasah Aliyah Tapin Regency?
2. Do work abilities, work discipline and work enthusiasm have a partially significant influence on the performance of the Teaching and Education Staff of the Private Assunniyyah Madrasah Aliyah Tapin Regency?
3. Which variables, namely work ability, work discipline and work enthusiasm, have a dominant influence on the performance of the Teaching and Education Staff of the Private Assunniyyah Madrasah Aliyah Tapin Regency?

2. Literature Review

2.1 Work ability

Keith Davis psychologically, ability consists of potential ability (IQ) and reality ability (knowledge + skill), meaning that employees who have an IQ above average with adequate

education for their position and are skilled in doing daily work will be better easily achieve maximum performance (Mangkunegara, 2014:67). This means that with the abilities possessed by employees, it will be easier to complete each job effectively and efficiently without any difficulties so that it will result in good work or performance. For this reason, the work ability factor is one of the factors that is very important and influences the success of employees in carrying out a job, because ability is the potential that exists within a person to do something, making it possible for someone to be able to do the job or not be able to do the job. Schumacher (Sinamo, 2015: 6), there are three important components that appear in human abilities, namely:

1. Skills, the skills possessed by employees are based on the experience they have had while working. Skills can increase if an employee has worked longer than an employee who has worked less.
2. Abilities: An employee's abilities are based on the talents he or she has had since childhood or acquired during his or her education. The better an employee's education, the higher the abilities he or she will obtain.
3. Work ethic. Work ethic is related to employee attitudes and motivation at work. The principle of being tireless in working is the basis for a high work ethic possessed by an employee.

Every organization definitely hopes and makes every effort to achieve previously set performance goals. Although there are many factors that can influence the success or failure of achieving these goals, to a large extent it is determined by the capabilities of the human resources contained therein. Both as lower, middle workers and those in leadership positions. Based on these opinions, it can be explained that there are various types of abilities, namely:

1. Intellectual abilities are the abilities needed to carry out mental activities, such as thinking, reasoning and solving problems. Each job has demands on different intellectual abilities. Because every particular job requires appropriate intellectual abilities to get results effectively.
2. Cognitive ability, this ability shows capabilities related to the application of knowledge in problem solving. Cognitive abilities are very relevant to work, because they involve work that involves using information to make decisions and solve problems.
3. Physical abilities are the abilities needed to carry out tasks that require stamina, dexterity, strength and similar skills (Robbins, 2015:47). So this ability requires more stamina and dexterity in completing each job.
4. Emotional Ability, this ability is more about a person's ability to control themselves, so that when a problem occurs it will not affect their performance or that of other people around them, in this way the person can control their emotions.

2.2 Work Discipline

In relation to discipline itself, experts have various meanings, as stated by Martoyo (2010: 151), discipline comes from Latin from the word "discipline" which means training or education in politeness and spirituality as well as character development. Sinungan (2010:135) explains that discipline is the mental attitude of a person or group of people who always has the desire to follow/obey all the rules that have been set. Discipline also means training that develops self-control, character or order and efficiency; compliance or obedience to government rules and

regulations or ethics, norms and rules that apply in society. Arisandy (2012:28) states that there are several factors that influence employee work discipline which include:

- a. Goals and abilities, namely the work assigned to an employee must be in accordance with his abilities so that the employee can work seriously and be disciplined in carrying out his duties.
- b. The leader's example, namely the leader's example, plays a very important role in determining employee discipline because the leader is used as an example and role model by his subordinates.
- c. Remuneration, that is, to realize good employee discipline, the agency must provide remuneration that is in accordance with their rights.
- d. Justice is equalization of treatment towards subordinates because basically every human being considers himself important and wants to be treated the same as other people.
- e. Inherent supervision means providing direct supervision to subordinates so that employees will feel they are receiving attention, direction and supervision from their superiors.
- f. Punishment sanctions are the imposition of sanctions on employees who are proven to have violated applicable regulations.
- g. Assertiveness is the firm attitude possessed by superiors to punish employees who make mistakes.
- h. Human relations are relationships both vertical and horizontal, namely the relationship between superiors and subordinates and relationships between co-workers.

Discipline is a mental attitude that is reflected in the actions or behavior of individuals, groups or communities in the form of obedience to regulations or conditions set by the government or ethics, norms and rules that apply in society for certain purposes and then according to Arisandy (2012: 56-58) this discipline is reflected in behavior patterns with characteristics 1). There is a strong desire to fully implement what has become the norms, ethics and rules that apply in society. 2). The existence of controlled behavior. 3). There is obedience.

2.3 Spirit at work

Nitisemito (2012:148) is that work enthusiasm is doing work more actively and well. From the opinion expressed by Nitisemito, the definition of work spirit is more emphasized as something positive, something good, so that it is able to contribute to work in the sense of being faster and better. Meanwhile, the definition of work spirit according to the book Municipal Personal Administration, which is quoted in the book on industrial and social psychology by Pandji Anoraga, is that: "work spirit is an individual attitude or a unified attitude of people towards work and the work environment (Mukijat, 2012: 204). Meanwhile, according to Anoraga (2015: 74) work spirit is a psychological attitude and role that creates a willingness in groups of people to unite actively in an effort to achieve common goals.

Based on these definitions, enthusiasm or work enthusiasm is given a neutral meaning, namely the psychological attitudes and feelings of individuals and groups towards their work environment whose psychological attitudes and individual roles are reflected in the presence of interest, passion and working more actively towards the work being carried out. . Meanwhile, group attitudes are reflected in the working relationships between them in every collaboration. Thus, it can be explained that work enthusiasm is a deep enjoyment of all work carried out

without any coercion. Where basically work enthusiasm or work enthusiasm is an individual thing. In general, there are still many people who think that high effort in making money is an effective way to increase work morale as much as possible according to the limitations of the ability or organization. However, if basic needs have been met then money is no longer a requirement for someone to work with high enthusiasm. Therefore, there are many factors that influence a person's enthusiasm for work. Factors that influence work enthusiasm, according to Anoraga (2015:45), mention factors that influence work enthusiasm, namely: 1). Personality factors and emotional life of the employee concerned (internal factors). 2). External factors, which come from the home environment, family life, and work environment factors. Halsay (2013:48) suggests indicators of several ways to create and foster work enthusiasm among employees, namely as follows: 1). The feeling that his efforts are appreciated. 2). Feeling safe at work. 3). Provide opportunities to progress. 4). Employees should find in their work environment a satisfying social experience.

2.4 Performance

Performance is part of work productivity, productivity comes from the word "productive", meaning something that contains potential to be explored, so productivity can be said to be a structured activity process to explore the potential that exists in a commodity or object. The philosophy of productivity can actually mean the desire and effort of every human being (individual or group) to always improve the quality of their life and livelihood. Hasibuan (2013:94) states that sacrifice of services, body and mind to produce goods and services in return for certain achievements. Based on this opinion, it can be concluded that performance has a close relationship with productivity issues because it is an indicator in determining how to achieve a high level of productivity in a government agency. According to Sedarmayanti (2015: 369), the indicators that influence performance are: Quality of work, Communication, Promptness, Capability and Initiative.

2.5 Conceptual framework

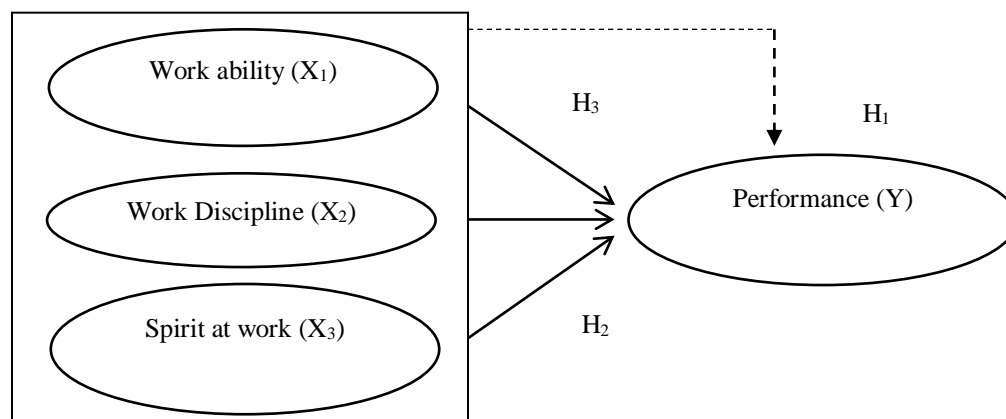


Figure 1 Conceptual Framework

2.6 Hypothesis

- H₁: Work ability, work discipline and work enthusiasm simultaneously have a significant effect on the performance of the Teaching and Education Staff of the Assunniyyah Private Madrasah, Tapin Regency.
- H₂: Work ability, work discipline, and work enthusiasm partially have a significant effect on the performance of the Teaching and Education Staff of the Assunniyyah Private Madrasah Aliyah Tapin Regency.
- H₃: Work Discipline has a dominant and significant effect on the performance of Teaching and Education Personnel of the Assunniyyah Private Madrasah Aliyah Tapin Regency.

3. Research methods

The research used an analytical survey research method with a cross-sectional approach to analyze the influence of work ability, work discipline, and work enthusiasm on the performance of the Teaching and Education Staff of the Private Assunniyyah Madrasah Aliyah Tapin Regency. The population in the study was all the Teaching and Education Staff of the Assunniyyah Private Madrasah Aliyah Tapin Regency in 2022, totaling 43 individuals. Sampling in this study employed a total sampling technique, which involved drawing from the population based on intentional elements using specific criteria, encompassing the 43 teaching and educational staff at the Assunniyyah Private Madrasah Aliyah Tapin Regency in Central Kalimantan in 2022. The data was analyzed using Multiple Linear Regression with regression equations: $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$.

3.1 Operational Definition of research variables

- a. Work ability (X_1) is a person or apparatus who has the skills or ability to do something which is realized through their actions to increase work productivity (Mangkunegara, 2014:67). According to Mangkunegara (2014:67), the Ability indicators (X_1) in this research are: 1). Intellectual ability ($X_{1.1}$), 2). Cognitive ability ($X_{1.2}$), 3). Physical ability ($X_{1.3}$), 4). Emotional Ability ($X_{1.4}$)
- b. Work discipline (X_2) is the mental attitude of a person or group of people who always wants to follow/obey all the rules that have been set (Sinungan, 2010: 142-173). Indicators of work discipline are: 1). Timeliness ($X_{2.1}$), 2). Use office equipment properly ($X_{2.2}$), 3). High responsibility ($X_{2.3}$), 4). Compliance with office rules ($X_{2.4}$)
- c. Work Spirit (X_3) is doing work more actively and well (Halsay, 2013:48). Indicators of work morale are: 1). Feeling that his efforts are appreciated ($X_{3.1}$), 2). Feeling of security at work ($X_{3.2}$), 3). Provide opportunities to progress ($X_{3.3}$), 4). Educators and educational staff should find in their work environment a satisfying social experience ($X_{3.4}$).
- d. Performance (Y) is something that contains potential to be explored, so productivity can be said to be a structured activity process to explore the potential that exists in a commodity or object. Indicators: 1). Quality of work (Y_1), 2). Communication (Y_2), 3). Promptness (Y_3), 4). Capability (Y_4), 5). Initiative (Y_5)

4. Research Result

4.1 Validity Test

Table 1
Research Questionnaire Validity Test Results

No.	Variable	Items	Pearson Correlation	Sig	Conclusion
1	Work ability (X ₁)	1	0,794	0,000	Valid
2		2	0,596	0,000	Valid
3		3	0,721	0,000	Valid
4		4	0,667	0,000	Valid
5	Work Discipline (X ₂)	1	0,406	0,000	Valid
6		2	0,749	0,000	Valid
7		3	0,459	0,000	Valid
8		4	0,721	0,000	Valid
9	Spirit at work (X ₃)	1	0,808	0,000	Valid
10		2	0,696	0,000	Valid
11		3	0,719	0,000	Valid
12		4	0,633	0,000	Valid
13	Performance (Y)	1	0,763	0,000	Valid
14		2	0,652	0,000	Valid
15		3	0,397	0,000	Valid
16		4	0,645	0,000	Valid
17		5	0,635	0,000	Valid

Source: SPSS Output Results

The results of the validity test carried out on respondents if the sig. If all statement items have a significance value of <0.05 or a Pearson Correlation value of >0.300 , then the statement can be declared valid. Based on Table 1, the validity tests carried out on all statements used in the questionnaire show that all question items are declared valid.

4.2 Reliability Test

Table 2 Reliability Test

No.	Variable	Items	Alpha Cronbach	Conclusion
1	Work ability (X ₁)	1	0,649	Reliable
2		2		Reliable
3		3		Reliable
4		4		Reliable
5	Work Discipline (X ₂)	1	0,637	Reliable
6		2		Reliable
7		3		Reliable
8		4		Reliable
9	Spirit at work (X ₃)	1	0,667	Reliable
10		2		Reliable
11		3		Reliable
12		4		Reliable
13	Performance (Y)	1	0,759	Reliable
14		2		Reliable
15		3		Reliable
16		4		Reliable
17		5		Reliable

Source: SPSS Output Results

Based on Table 2, the reliability tests carried out on all the statements used in it show that the Cronbach's Alpha value is greater than 0.60 so it can be concluded that all instruments are declared reliable.

4.3 Multiple Linear Regression

Table 3
Multiple Linear Regression Test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-,954	1,121		-,851	,400
	Work ability (X ₁)	,440	,134	,387	3,281	,002
	Work Discipline (X ₂)	,519	,108	,572	4,807	,000
	Spirit at work (X ₃)	,319	,148	,275	2,158	,037

a. Dependent Variable: Performance (Y)

Source: SPSS Output Results

Based on Table 3, the Linear Regression equation that reflects the relationship between variables is: $Y = -0,954 + 0,440X_1 + 0,519X_2 + 0,319X_3 + e$

1. The constant is -0.954. This shows that if all the independent variables, namely Work Ability (X_1), Work Discipline (X_2) and Work Spirit (X_3) have a value of 0 percent or have not changed, then the performance value of Madrasah Aliyah Teachers and Education Staff Private Assunniyyah Tapin Regency is -0.954.
2. The regression coefficient for the work ability variable (X_1) is 0.440. This shows that if work ability increases by 1 unit, then the performance value of the Assunniyyah Private Madrasah Aliyah Education Staff in Tapin Regency will increase by 0.440 with the assumption that the independent variables Work Discipline (X_2) and Work Spirit (X_3) are considered constant. A positive sign means that it shows a unidirectional influence between the independent variable and the dependent variable.
3. The regression coefficient for the Work Discipline variable (X_2) is 0.519. This shows that if Work Discipline increases by 1 unit, then the Performance value of the Teaching and Education Personnel of the Assunniyyah Private Madrasah Aliyah Tapin Regency will increase by 0.519 with the assumption that the independent variables Work Ability (X_1) and Work Spirit (X_3) are considered constant. A positive sign means that it shows a unidirectional influence between the independent variable and the dependent variable.
4. The regression coefficient for the Work Morale variable (X_3) is 0.319. This shows that if Work Morale increases by 1 unit, then the Performance value of Teachers and Education Personnel of the Assunniyyah Private Madrasah Aliyah Tapin Regency will increase by 0.319 with the assumption that the independent variables Work Ability (X_1) and Work Discipline (X_2) are considered constant. A positive sign means that it shows a unidirectional influence between the independent variable and the dependent variable.

4.4 Coefficient of Determination

Table 4
Results of Multiple Correlation Analysis

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,941 ^a	,885	,876	1,877	2,008

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

Source: SPSS Output Results

Based on Table 4, Results of Multiple Correlation Analysis Model Summary: The R number obtained was 0.941, this shows that work ability (X₁), work discipline (X₂) and work enthusiasm (X₃) have a significant relationship with the performance of teaching staff and education at the Assunniyyah Private Madrasah, Tapin Regency.

Then the R square value is 0.885, meaning that all independent variables, namely Work Ability (X₁), Work Discipline (X₂) and Work Spirit (X₃) simultaneously influence the Performance of Teachers and Education of the Assunniyyah Private Madrasah of Tapin Regency by 88.5%, the rest 11.5% was influenced by other factors outside this research.

4.5 Simultaneous Test (F Test)

Table 5
Simultaneous Influence (F Test)

ANOVA^b

Model		Sum Squares	df	Mean Square	F	Sig.
1	Regression	1055,093	3	351,698	99,813	,000 ^a
	Residual	137,418	39	3,524		
	Total	1192,512	42			

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

Source: SPSS Output Results

The results of the analysis show that $F_{count}(99.813) > F_{table}(3.232)$ or $(Sig.=0.000 < 0.05)$, H_0 is rejected and H_a is accepted, this means that work ability, work discipline and work enthusiasm have a significant effect simultaneously on the performance of teaching staff. and Assunniyyah Private Madrasah Aliyah Education in Tapin Regency $(Sig.=0.000 < 0.05)$. Based on the results of this research, the hypothesis which states "There is a simultaneous influence between Work Ability, Work Discipline and Work Spirit on the Performance of Teachers and Education of the Assunniyyah Private Madrasah Aliyah Tapin Regency" is declared accepted.

4.6 Partial Test (t Test)

The Influence of Work Ability on the Performance of Teachers and Education Personnel of the Assunniyyah Private Madrasah Aliyah Tapin Regency. Prob value. t table and (Sig.) of the work ability variable is $t_{count}(3.281) > t_{table}(1.684)$ or the prob value. tcount (Sig.) of the independent variable is $0.002 < 0.05$ so it can be said that there is a significant influence of work ability on the performance of teaching staff and education at the Assunniyyah Private Madrasah Tapin Regency, so that hypothesis 2 which reads "The work ability variable (X_1) has a significant effect partially on Employee Performance" is declared acceptable.

The Influence of Work Discipline on the Performance of Teachers and Education Personnel at the Assunniyyah Private Madrasah Aliyah Tapin Regency. Prob value. ttable and (Sig.) of the independent variable Work Discipline is $t_{count}(4.807) > t_{table}(1.684)$ or the prob value. tcount (Sig.) of the independent variable is $0.000 < 0.05$ so it can be said that there is a significant influence of Work Discipline on the Performance of Teachers and Education of the Assunniyyah Private Madrasah Aliyah Tapin Regency, so that hypothesis 2 which reads "The Work Discipline Variable (X_2) has a significant effect partially on Employee Performance" is declared acceptable.

The Influence of Work Morale on the Performance of Teachers and Education Personnel at the Assunniyyah Private Madrasah Aliyah Tapin Regency. Prob value. ttable and (Sig.) of the independent variable Work Spirit is $t_{count}(2.158) > t_{table}(1.684)$ or the value (Sig.) of the independent variable is $0.037 < 0.05$ so it can be said that there is a significant influence of Work Spirit on the Performance of Teachers and Education Staff Assunniyyah Private Madrasah Aliyah Tapin Regency, so that hypothesis 2 which reads "The Work Morale Variable (X_3) has a partially significant effect on Employee Performance" is declared accepted.

4.7 Dominant influence test

Proving that the variable has a dominant influence on the dependent variable Employee Performance can be proven by comparing the Standardized Coefficients Beta value or tcount value of the variables Work Ability (X_1), Work Discipline (X_2) and Work Spirit (X_3), namely by looking at Table 3, it can be concluded that Work Discipline (X_2) with a Standardized Coefficients Beta value of 0.572 and a calculated t value of 4.807 has the greatest value compared to Work Ability (X_1), Work Discipline (X_2) and Work Spirit (X_3). Thus, the work discipline variable has a dominant influence on employee performance, so that hypothesis 3 which reads "Work discipline variables have a dominant influence on employee performance" is declared accepted.

5. Discussion

The results of the research show that work ability, work discipline and work enthusiasm simultaneously have a significant effect on the performance of the Teaching and Education Personnel of the Assunniyyah Private Madrasah Aliyah Tapin Regency. The problem of employee discipline can be seen from the fact that there are still employees who often come to work late, even though according to work hours (08.00 AM) there is still a tolerance of 15 minutes, this shows the low level of employee discipline. There are employees who often do not come to work without information, even though there is a provision that there are sanctions for employees who do not come without information.

Problems with the performance of teaching and education staff can be seen from the fact that there are still employees who leave the office during working hours for their personal interests. The low level of employee discipline from initial observations in the field shows that the low level of employee discipline can be seen from employees who come to work in the afternoon (08.00 AM) and leave early (before 03.00 PM) from the provisions of entering work at 08.00 AM and leaving at 15.00 PM. Apart from this, there is also a decline in employee discipline which is indicated by the absence of morning and afternoon roll calls, so it is necessary to increase motivation to work enthusiastically. If work morale is high then all the work assigned to him will be completed more quickly and precisely. Work that is completed quickly and precisely is a good performance of teaching and education staff.

The results of this research are consistent with the opinion of Robbins (1998) that work ability is an individual's capacity to carry out various tasks in a job. One factor that is very important and influences the success of employees in carrying out a job is work ability. Ability is the potential that exists within a person to act so as to enable a person to be able to do a job or not be able to do that job. In the operational function of management, work ability is a development function, because in this function the development of employee work ability is very much considered. Work ability basically greatly influences the performance achieved by an employee.

The results of the research show that the work ability variable has a partially significant effect on the performance of teaching staff and education at the Assunniyyah Private Madrasah Aliyah Tapin Regency. Work ability is basically something that is individual. Work ability is a certain condition that exists in a person who is carried out optimally and seriously in carrying out work so that the work is effective and effective.

Work discipline is an important thing to maintain, by enforcing work discipline, employees can carry out their work in accordance with established procedures and rules so that they can achieve optimal results. Good discipline from employees will show that an agency can maintain and maintain the loyalty and quality of its employees. Discipline is also a factor that influences the performance of teaching and education staff. With high discipline, employees are aware of the duties they have to carry out. Discipline is obeying the law and obeying the regulations that apply in a particular place or environment. Thus, what is meant by employee discipline is the obedience that the employee concerned has in respecting the work agreement with the

organization where he works. In an effort to establish employee discipline, such as discipline in determining working hours, discipline in carrying out work and discipline in dressing, as well as regulations regarding what employees can and cannot do while in the organization or agency must be implemented properly. If employee work discipline is high, the organization will gain many benefits, meaning that if work discipline decreases, the organization will suffer many losses.

Discipline is an important factor in an organization. It is said to be an important factor because discipline will influence the performance of teaching and education staff in the organization. The higher the employee's discipline, the higher the work performance that can be achieved. Discipline is a reflection of the magnitude of a person's responsibility in carrying out the tasks given to him which encourages a person's passion and enthusiasm for work. In general, discipline is good if employees come to the office or agency regularly and on time. They dress well at work. They use ingredients and equipment with care. They produce a satisfactory quantity and quality of work and follow the work methods determined by the agency. Through high discipline, employee work productivity can essentially be increased. Therefore, good discipline needs to be instilled in every teaching and educational staff.

The Work Morale variable has a partially significant effect on the Performance of Teachers and Education Personnel of the Assunniyyah Private Madrasah Aliyah Tapin Regency. So basically, if an agency wants to achieve optimal performance in accordance with the targets that have been determined, the agency must provide motivation to employees so that employees are willing and willing to devote their energy and thoughts to the work. The problem of motivating employees is not easy because within employees there are desires, needs and expectations that differ from one employee to another. So if management can understand motivation issues and overcome them, the agency will get optimal performance of teaching and education staff in accordance with specified standards.

The creation of quality and capable human resources cannot be separated from the ability and work motivation of the person concerned. In other words, someone who has high work motivation and is supported by good work abilities will also create high performance. Motivation is a psychological factor that shows an individual's interest in work, a sense of satisfaction and responsibility for the activities or work carried out. A person's motivation is usually shown by continuous activity and is always goal-oriented. Employees who have high motivation are employees whose behavior is directed at achieving organizational goals. Motivation is a managerial responsibility to obtain employee behavior that is in accordance with the leadership's wishes and is a skill in integrating organizational interests so that employee desires are satisfied along with achieving organizational goals.

The research results show that work enthusiasm is the ability or willingness of each individual or group of people to work together diligently, diligently and disciplined and full of a sense of responsibility accompanied by volunteerism and willingness to achieve an organizational goal. Employee morale is the mental attitude of individuals and groups that shows their sincerity in carrying out their work, thereby encouraging them to work better. Work enthusiasm is a person's

desire and sincerity to do their work well and with discipline to achieve maximum productivity. Performance is the real behavior displayed by each person as a work achievement produced by employees in accordance with their role in the agency. The performance of teaching and education staff is very important in the agency's efforts to achieve its goals. To achieve high performance, agency leaders must pay attention to the work spirit of each employee. Work enthusiasm is a mental attitude that can provide encouragement for someone to be able to work harder, faster and better. High employee morale will influence work efficiency and work effectiveness within an agency. While in an organization or agency, there will definitely be some members or employees who are dissatisfied or complain. This situation is certainly not desired by the organization because it will have a negative impact on the performance of the organization or agency.

The results of the research show that work discipline is the dominant influence on the performance of teaching and educational staff at the Assunniyyah Private Madrasah, Tapin Regency. Attendance data can be used as an assessment of the work discipline of employees. Of the total working days in 2019, there were 11,782 with a total of 43 employees, 466 employee days were sick, 575 employee days were on leave, 407 employee days were without information, 262 employee days were on leave and 484 employee days were out of town. High levels of employee absenteeism for various reasons can cause a decline in the performance of teaching and education staff due to the large number of employees' work not being completed on time and services to the community being disrupted. Lack of enthusiasm for work is one of the main things that an organization or agency must pay attention to. This can be seen by employees who often arrive late, delay work which results in work piling up and the resulting performance being less than optimal.

The level of discipline influences the performance of teaching and education staff, because performance requires work discipline. Where if self-discipline increases, indirectly group discipline will also increase, which in turn, this increase in discipline will have an impact on improving the performance of teaching and education staff, so that the vision and mission and goals of the Tapin Regency Assunniyyah Private Madrasah Aliyah and Education Staff can be realized. The influence between work discipline and the performance of teaching and education staff, in this case good discipline shown by employees will show that an organization can maintain and maintain the loyalty and quality of its employees. Apart from that, by knowing the work discipline of its employees, the value of work that employees have will also be known. Discipline can be interpreted positively as the performance of teaching and educational staff, because with discipline, leaders can implement a set work standard that can be adhered to by employees and can improve poor performance, hoping that employees can behave as desired to achieve organizational goals.

From the statement above, the existence of work discipline can be used as a guide by a leader to improve the performance of his employees and can be used as a standard in improving the mentality of his employees, because each organization has different regulations that each employee must obey. The attitude of employees who are obedient and obedient to the regulations

that are made greatly influences the performance of an organization and discipline is the most important part of the attitude shown by employees. By enforcing discipline, bad work problems can be overcome and strengthen the influence of employee work behavior in the organization.

By enforcing discipline, existing problems in an organization can be overcome, but all of this cannot be separated from good cooperation between leaders and employees and also the high level of patience that employees must have so that the work discipline applied can be implemented well. With this change in attitude, it is hoped that it can improve the quality of performance of its employees, which can improve the performance of the organization itself. So that the planned goals can be achieved effectively and efficiently. Employee work discipline can influence the performance of teaching and educational staff because by having high work discipline, an employee will carry out tasks and work effectively and efficiently so that the performance of teaching and educational staff can be further improved and will have an impact on achieving organizational goals.

6. Conclusion

Based on the analysis and discussion that has been described, the conclusions of this research are as follows:

1. Work ability, work discipline and work enthusiasm simultaneously have a significant effect on the performance of teaching staff and education at the Assunniyyah Private Madrasah, Tapin Regency.
2. Work ability, work discipline and work enthusiasm have a partially significant effect on the performance of teaching staff and education at the Assunniyyah Private Madrasah Aliyah Tapin Regency.
3. Work discipline has a dominant and significant influence on the performance of teaching staff and education at the Assunniyyah Private Madrasah Aliyah Tapin Regency.

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