

The Relationship between School Climate and Teacher Performance

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Abstract: This study aims to determine the relationship between school climate and the performance of teachers of Vocational High School in the city of Bandar Lampung. This study the study is quantitative. This research was Ex Post Facto. Data collection was conducted by means of interviews and questionnaires with 88 samples of 100% response level teachers. It is concluded that there is a positive relationship between school climate and teacher performance.

Keywords: Indonesia, School Climate, Teacher performance.

I. INTRODUCTION

Teachers are the most decisive component in the education system (Amanza, 2013). Teacher performance is the result of the quality and quantity of work accomplished by a teacher in carrying out their duties according to their responsibilities (Murwati, 2013).

Many factors affect the performance of teachers, including school leadership, school climate, teacher work motivation, teacher competence, and culture at school (Hoy & Miskel, 2008). Teachers will be optimal, when integrated with components of the school, good school leadership, school climate, teacher work motivation, and employees as well as students.

Problems that often arise in the performance of the teacher is the role of the principal and the school were inadequate. Most principals only deal with administrative issues, monitor the presence of the teacher, or make a report to the supervisor. The school principal is not optimal in improving teacher performance.

School climate is the organization that has a particular climate or atmosphere that is felt by members of the school organization. School climate is the end product of the interaction between groups of students in the school, teachers, and administration officials (administrators) (Hadiyanto 2004). School climate is assessed directly and not directly by the teacher who is considered to be a major force in influencing the behavior of the teacher (Sagala, 2008).

This study describes the three parts: First, explain the method, samples, instruments, data collection procedures. Secondly, presents the results of research. Third, describes the conclusion of the study. The purpose of this study is to determine "the relationship between school climate on teacher performance?".

II. METHODS

This quantitative research was conducted in nine Vocational High School Bandar Lampung, Lampung province of Indonesia. A total of 88 teachers were chosen randomly from selected vocational high schools in Bandar Lampung City.

Study Design: quantitative studies

Study locations: nine vocational high school Bandar Lampung, Lampung province of Indonesia.

Study duration: February 18, 2019 - March 1, 2019.

Sample size: 88 teachers

The sample size calculation: The population in this study are all foreign teachers vocational high schools in Bandar Lampung with the number of 715 people. The sampling technique in this study using Proportional Random Sampling technique the instrument in this study used a questionnaire. Sampling with this technique consider the proportion of the population in each group / school. Vocational high school teacher population in amounted to 715 teachers from 9 schools State. The samples were done using the formula Slovin. Thus obtained 88 samples of teachers to conduct this study. Then is the determination of the number of samples in each school to determine in proportion to the number of teachers at the school were investigated.

Instrument

Instrument in this study using a questionnaire. This questionnaire consisted of fourteen questions about the performance of teachers and fourteen questions about school climate. The indicators of teacher performance are: quality of work, timeliness, intensive, and communication capabilities. Indicators of school climate question, namely: job responsibilities, relationships among persornil school, and work support.

The questionnaire was assessed with a Likert scale ranging from 1 to 5. The meaning of each range is 1 = strongly disagree, 2 = disagree, 3 = undecided, 4 = agree, 5 = strongly agree. Also questionnaire results had high in validity and reliability.

Data collection procedures

Questionnaires were administered to the principals of vocational high schools in Bandar Lampung city.

Recommended to be given to their teachers. The teachers answer questions from a questionnaire in accordance with their own opinion and the real conditions of their schools so that the results can be sesuai with state schools. The questionnaire was completed by 88 teachers of vocational schools in Bandar Lampung, Lampung province of Indonesia. Package for the Social Sciences (SPSS) version 22.0 was used to analyze the data.

III. RESULTS AND DISCUSSION

Table Descriptions

Table 1 describes the lowest and highest values.

Table 1. Descriptive statistics for variables

Component	teacher performance	school climate
N	88	88
lowest score	48	48
highest score	70	70
Average	60.75	61.31

The lowest score was 48 for the performance of teachers and school climate. The highest score was 70 the average score for teacher performance 60,75 and the average score for school climate was 61,31.

The results of this study indicated that according to teachers' perceptions of school climate in vocational high schools in Bandar Lampung city country is higher than the performance of teachers. Finally, the teachers, in general, agreed that there was significant relationship between teacher performance and school climate in vocational high schools in Bandar Lampung City. Analysis of pre-test were needed divided into several types, namely normality test, homogeneity, multicollinearity test and linearity test (Sugiyono, 2010).

Table 2 describes the data normality test using SPSS 22.0 analysis.

Table 2. Test for normality

		teacher performance	school climate
N		88	88
Normal Parameters, b	mean	62.06	61.74
	Std. deviation	5,381	5154
Most Extreme Differences	Absolute	.078	.083
	positive	.076	.083
	negative	-.078	-.071
Test Statistic		.078	.083
Asymp. Sig. (2-tailed)		.200c, d	.186c

Table 2 showed that the results of normality test the performance of teachers and school climate normal distribution for the value of the performance of teachers and school climate is higher than 0.05

In Linearity test, formulation of a hypothesis is: Ho: non-linear regression model, Hi: linear regression model, with the test criteria: reject Ho if the value of α of deviation from linearity in the ANOVA table is <0.05 , in other cases Ho accepted. Table 3 showed the results of linearity test.

Table 3 Test linearity

		Sum of Squares	df	mean Square	F	Sig.
Between Groups	(Combined)	1653.571	19	87 030	11 493	.000
	linearity	1452.976	1	1452.976	191 876	.000
	Deviation from Linearity	200 596	18	11 144	1,472	.128
Within Groups		514 929	68	7572		
Total		2168.500	87			

Significant value in Table 3 showed the deviation from linearity $0.128 > 0.05$, which signifies H0 is rejected or can disimpulkan that terdapat relationship between school climate (X1) on teacher performance (Y) is significant and linear.

Table 4 Regression coefficient school climate and teacher performance

Model	Coefficients unstandardized		standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	11 104	3769		2946	.004
CLIMATE	.809	.061	.819	13 215	.000

Analysis Based on the results in Table 4 show that the school climate variables obtained $t = 2.946 > t_{table} = 1.667$ and the value (Sig.) $0.004 < 0.05$ then H0 is rejected or inferred that a significant regression equation. From the analysis, regression equation as follows:

$$Y = a + BX_2$$

$$Y = 11,104 + 0,809X_2$$

Information:

Y: the performance of teachers

X2: school climate

The regression equation, it can be seen that the regression coefficient is positive so that an increase of 1 school climate score will improve teacher performance score of 11.84.

IV. CONCLUSION

This paper evaluated the link between the performance of teachers and school climate. With the sample amounted to 88 teachers from nine vocational schools in Bandar Lampung country. This research is quantitative. Collecting data using a questionnaire with 88 samples of teachers in the response rate of 100%. This study tested the hypothesis by using simple linear regression analysis or t test to determine the relationship between the performance of teachers and school climate. Results from the study show that there are positive and significant impact on the school climate sebersar teacher performance 67%, the coefficient of determination. The higher the school climate the higher the performance of teachers who possessed the teacher.

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