INDIVIDUAL CHARACTERISTICS AND WORK ENVIRONMENT ON TEACHERS OF ENGLISH PERFORMANCE WITH ORGANIZATION

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Abstract

The goal of this study was to know the influence of individual characteristics and work environment on Teachers of English Performance with organization commitment as a mediator variable. The method of this study was quantitative method, using associative or relationship research methods. The population of this study were 32 teacher of English at SMP Negeri in North Musi Rawas Regency. For the sample was taken by saturated sampling technique, which all the population used as the sample. The data were collected by, observation, questionnaire and documentation. The result of the study show that the Individual Characteristics variable (X1), Work Environment (X2), and Organizational Commitment (Z) to performance (Y), the correlation coefficient value is 0.686. For coefficient interval 0.60 - 0.799. , which means the relationship between the variables of Individual Characteristics, Work Environment, and Organizational Commitment towards teachers shows a strong relationship and a positive correlation value means that the correlation or relationship between Individual Characteristics, Work Environment, and Organizational Commitment to performance is unidirectional.

Key Words : *Individual Characteristics, Work Environment, Teachers performance, Organization Commitment*

I. Introduction

The ability to speak English in the current era of globalization is very much needed for all elements of society. Especially in education world. Teachers of English must be able to provide the best knowledge for their students. In addition, they must have an important role in their student success in understanding the material provided. Public trust in teachers of English is very depend on perceptions with regard to status, especially those related to personal qualities, quality of welfare, material appreciation, quality of education, and professional standards.

Jaya et al (2018) teachers are professional educators with the main task of educating, teaching, guiding, directing, training, assessing, and evaluating student learning outcomes. Teacher professionalism is marked by their expertise in education. Barnawi & Arifin

Muhammad (2014: 50) Low of teachers' performance can reduce the quality of education and hinder the achievement of learning objectives. Thus, it will not be able to produce graduates who are superior and have global competitiveness, especially in mastering foreign languages. Therefore, English teachers performance must be managed properly and maintained so as not to decline. In fact, it should always be considered in order to experience continuous improvement.

On the other hand, Jaya (2017) teachers are expected to show performance on the basis of morals and accountability. In this connection, the personality characteristics of teachers are closely related to the quality and outcomes of education. Jaya (2017) Teachers who have good characteristics will make it easier for them to do their jobs, so that the resulting performance is optimal.

Every teacher of English has different characteristics such as abilities, skills, education, family background, and environment. So they have different ways of conveying learning to their students. Beside individual characteristics, there are also the other factors that influence and cannot be separated in the achievement of learning goal. Namely the work environment, an inappropriate work environment can create inconvenience for teachers in doing their assignments, so that they do not work effectively and efficiently which of course affects the development of students' knowledge.

Teacher performance can be interpreted as the level of teacher success in carrying out educational tasks in accordance with their responsibilities and authorities based on performance standards that have been set for a certain period in the framework of achieving educational goals. Barnawi & Arifin Muhammad (2014 : 35) In order for teachers of English performance to always be consistent, at least educational institutions always pay attention to individual characteristics, work environment, and teacher performance. Based on observation made by writer, at 10 SMP Negeri in North Musi Rawas Regency. Several problems were found, such as in the area of individual characteristics, educational backgrounds, experiences, abilities, skills, different families, make Teachers of English teach in different ways. This has an impact on students knowledge will be received. In the field of work environment, the lack of cooperation between teachers make their abilities less developed, lack of work equipment, such as teaching aids and facilities, can hinder the teaching and learning process. Lack of organizational commitment, such as high levels of attendance and tardiness, will have an impact on Teachers of English performance at SMP Negeri in North Musi Rawas Regency. This also affects their performance and will hinder their assigned tasks so that the resulting performance is not optimal.

This study took the object of all SMP Negeri in North Musi Rawas Regency. With the total number of English Teachers, were 32 people. Every teacher has different characteristics which are caused by several things, for example, background attitudes, abilities, interests and other factors. This diversity of behavior will affect the course of educational activities. Improved teacher performance is influenced by several factors, one of which is the individual characteristics of teachers, where individual characteristics have a very important role in improving teacher performance. Each individual carries the inherent values that are formed by the environment in which they live, these values are later carried out in work situations.

Based on some of these problems, the writer is interested in making a study entitled **INDIVIDUAL CHARACTERISTICS AND WORK ENVIRONMENT ON TEACHERS OF ENGLISH PERFORMANCE WITH ORGANIZATIONAL COMMITMENT**

LITERATURE REVIEW
a. Concept of Teacher Performance

Performance Evaluation is a way to measure the contributions of individual members of the organization to the organization; the goal is to upgrade previous performance and motivate future performance improvements. Performance evaluation is carried out to provide an assessment of work results or work achievements obtained by organizations, teams or individuals (Krisma, 2017: 45).

The good performance can be seen from teachers who attend at school and diligent in teaching, teachers teach seriously using lesson plans, teachers teach with enthusiasm and pleasure, use methods that vary according to subject matter, conduct teaching evaluation and follow up on the results of the evaluation using information technology and teacher welfare was achieved (Hidayatullah, 2018)

b. Concept of Individual Characteristic

With regard to individual characteristics, that the individual brings into the organizational structure, abilities, personal beliefs, expectations, needs and past experiences. These are all characteristics possessed by individuals and these characteristics will enter a new environment, namely the organization.

Each individual has characteristics that are different from each other. This difference

will carry over to the world of work. According to Stoner in Abdurahman (1986: 87),.

c. Concept of Work Environment

The work environment is an internal environment that represents the factors in the organization that create a culture and social environment in which activities to achieve goals take place. (N. Umar, 2015: 25)

d. Concept of organizational commitment

Worker commitment or loyalty is the degree to which workers identify with the organization and want to continue to actively participate in it. (Wibowo, 2017: 75)

Agreement to do something for yourself, another individual, group or organization. Meanwhile, organizational commitment reflects the level of the state where individuals identify with the organization and are bound to its goals. (Wibowo, 2017: 76)

Commitment as the relative strength of an individual's identification and involvement in a particular organization. The higher commitment of members, the stronger of their emotional connection to the organizational goals to be achieved, and vice versa. Lower commitment of organizational members, the lower their emotional efforts to achieve organizational goals**.** (N. Umar, 2015: 88)

e. Previous Related Study

Basilius Redan Werang (2017) entitle "The Effect of Workload, Individual Characteristics, And Scholl Climate on Teacher Emotional Exhaustion in Elementary schools of Papua" This study was aimed to investigate the potential effect of workload, individual characteristics, and school climate on teachers' emotional exhaustion in Christian elementary schools of Boven Digoel district, Papua.

The difference between previous research written by Basilius Redan Werang and the research that writer describes is that the research of Basilius Redan consists of 3 variables, 2 independent variables and 1

dependent variable. While the research that the writer describes currently consists of 4 variables, namely 2 independent variables, one dependent variable, and one moderator variable.

III. METHODS

The type of this research is quantitative research, using associative or relationship research methods. Associative research is research that aims to determine the relationship between two or more variables and determine their effects. With this research, a theory can be built that can function to explain, predict and control a symptom (Sujarweni, 2015: 11). This research was conducted at SMP Negari in North Musi Rawas Rigency, by taking all of 32 taechers of English. The sampling technique in this study is used saturated sampling technique, where all populations are used as samples.

This study uses three data collection techniques, namely: a. Observation, observation is a complex process, a process composed of various biological and psychological processes. At this stage the researcher makes observations of the object to be studied, which has something to do with the subject being studied. (Sugiono, 2017) The objects observed were Individual Characteristics, Work Environment, Organizational Commitment and Teachers of English performance in North Musi Rawas District. b, Questionnaire, Questionnaire is a data collection technique which is done by giving a set of questions or written statements to respondents. (Sugiono: 2017) c. Documentation, recording official statements and documents. This technique is used in order to support the data obtained either through observation or questionnaires.

The research instrument is a tool used to measure the observed natural and social phenomena. Thus, the research instrument is to find complete information about a phenomenon or social problem. (Sugiono: 2017) The starting point of the preparation is the research variables that are set to be studied. In this study, researchers used a type of questionnaire instrument with the following scores:

a. SS: Strongly Agree was given a score of 5
b. S: Agree was given a score of 4
c. RG: In doubt, scored 3
d. TS: Disagree was given a score of 2
e.STS: Strongly disagree Score 1

This questionnaire consist of 57 statements, 21 statements for teacher performance, 12 statements for individual characteristic, 15 statements for the work environment, and 9 statements for organization commitment. Techniques in analyzing the data used hypothesis test and correlation coefficient test

IV FINDINGS AND INTERPRETATION
a. Hypothesis Test Results Path Analysis Calculations

1. Path Model 1 Effect of Individual Characteristics (X1) and Work Environment (X2) on Taechers of English performance (Y) The size of the influence of individual characteristics (x1) and work environment (x2) on Teachers of English performance (y) partially can be seen in the following table:

Tabel 1 Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	19,694	11,938		1,650	,110
Individual characteristic	,637	,218	,417	2,924	,007
Total work environmen	,556	,184	,431	3,023	,005

Dependent Variable: Total of English Teachers Performance

From the table above, it can be seen that the significant value of individual characteristics (x1) was 0.007 <0.05 it means that H1 was accepted, because there was a positive influence (constant value 0.637) of individual characteristics (x1) on teacher of English (y) performance.

The significant value of work environment (x2) was 0.005 <0.05, it means that H1 was accepted, there was a positive effect (constant value 0.556) work environment (x2) on Teachers of English performance (y).

From the table above it can be seen the effect of standardized coefficients number. The magnitude influence the individual characteristics (x1) on teachers of English performance (y) it was 0.417 or 41.7% for the work environment (x2) on Teachers of English performance (y) was 0.431 or 43.1%. The value of e1 = √ (1-0.444) was 0.74.
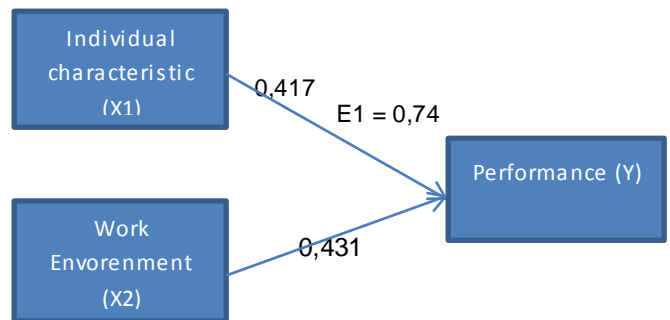
The magnitude the effect of individual characteristics (x1) and work environment (x2) on English teachers' performance (y) in combination can be seen in the following table:

Table 2 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,667^a	,444	,406	7,377

a. Predictors: (Constant), Total of work environtment Individual characteristic

In the table above, it can be seen that the R square value is 0.444 or 44.4%, while 55.6% was influenced by other factors or the error value.

2.Path Model 2 (Effect of Individual Characteristics (X1) and Work Environment (X2) and Teachers of English performance (Y) on Commitment (Z)The size of the influence individual characteristics (x1), work environment (x2), English teacher performance (y) on commitment (z) partially can be seen in the following table:

Tabel. 3 Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13,879	7,127		1,948	,062
	Individual Characteristic	,329	,141	,353	2,327	,027
	Total of work environment	,627	,120	,796	5,209	,000
	Total of English Teacher Performance	-,408	,106	-,669	-3,853	,001

Dependent Variable: Total of Organization Comitment Komitmen Organisasi

The significant value of the individual characteristic value (x1) is 0.027 <0.05, it means that H1 is accepted, there is a positive direct effect (constant value 0.329) individual characteristics (x1) on commitment (z).

The significant value of the work environment (x2) was 0.000 <0.05 it means that H1 is accepted, there was a positive direct effect (constant value 0.627) of the work environment (x2) on commitment (z).

The significant value of performance (y) of 0.001 <0.05 it means that H1 is accepted, there is a positive direct effect (constant value -0.408) of performance (y) on commitment (z).

The magnitude the effect of characteristics (x1), work environment (x2) and Teachers of English performance (y) on the combined commitment (z) can be seen in the following table:

Tabel 4 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,728[a]	,530	,480	4,211

Predictors: (Constant), Total Teacher of English Performance, Individual Characteristic, work environtmen

From the table above, it can be seen that the R square value was 0.530 or 53.0%. This figure shows the effect of characteristics (x1), work environment (x2) and performance (y) on commitment (z) in a combined manner of 53.0% while the remaining 47.0% is influenced by other factors or error values. While the value of e2 = √ (1-0.530) = 0.2209. Thus the path diagram for model 2 is obtained as follows:
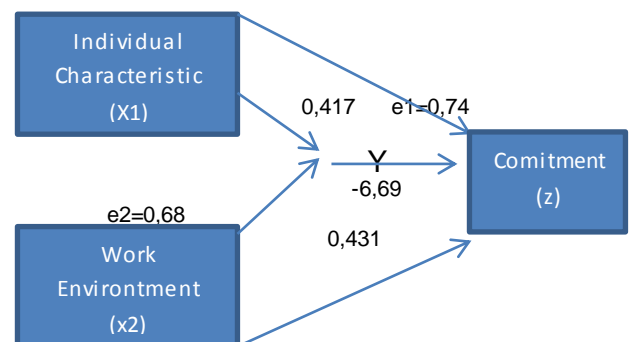
b. Correlation Coefficient

Testing the influence of independent variable (X) on dependent variable (Y) can be seen from the correlation coefficient where $0 < r2 < 1$. It shows that if r2 is closer to -1, the effect of the independent variable (X) on dependent variable (Y) is getting stronger. Conversely, if r2 is closer to 0, the effect of independent variable (X) on dependent variable (Y) is getting weaker.

Table 5 Autocorrelation Test
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.686[a]	.471	.447	2.939

a. Predictors: (Constant), TOTX3, TOTX2, TOTX1
b. Dependent Variable: TOTY

Based on the results of the correlation coefficient test in table 5 obtained from the results of processing with SPSS 20 for windows, the Individual Characteristics variable (X1), Work Environment (X2), and Organizational Commitment (Z) to performance (Y), the correlation coefficient value is 0.686. At coefficient interval 0.60 - 0.799. , which means the relationship between the variables of Individual Characteristics, Work Environment, and Organizational Commitment towards teachers shows a strong relationship and a positive correlation value means that the correlation or relationship between Individual Characteristics, Work Environment, and Organizational Commitment to performance is unidirectional.

IV DISCUSSION

1. The Influence of Individual Characteristics, Work Environment and Organizational Commitment on Teacher of English Performance SMP Negeri in North Musi Rawas regency From the calculation results obtained the value of determination coefficient (R2) of 0.864, it means that 86.4% of both Individual Characteristics, Work Environment, and Organizational Commitment can be explained by the indicators in Individual Characteristics, Work Environment, and Organizational Commitment. The rest (100% - 86.4% = 13.6%) is explained by other causes such as work discipline and others. Because the value of fcount = 5.073 were greater than the value of ftable = 2.75 and the probability (sig. 0.003) is smaller or less than 0.05, then Ha: Accepted and H0: Rejected. It means that there is a significant influence on the collective Teachers of English performance at SMP Negeri in north Musi Rawas rigency. In line with the opinion according to (Wibowo, 2016: 271), Individual Characteristics is the ability to carry out or perform a job or task that is based on skills and knowledge and is supported by the work attitude demanded by the job.

2. The Influence of Individual Characteristics and Work Environment on Teachers of English Performance at SMP Negeri in North Musi Rawas Regency The results of the calculation show that the value of fcount = 3.207 is greater than the value of ftable = 2.75 and the probability (sig. 0.007) is smaller or less than 0.05, then Ha: Accepted and H0: Rejected. It means that there is a significant influence on performance, individual characteristics and work environment together on Teacher of English performance at SMP Negeri in North Musi Rawas Regency. This is reinforced by the fact that Teacher's cooperation is already good. In line with Wibowo (2016: 15) opinion, the Work Environment is a general perception held by organizational members, a system of shared meaning

3. The Influence of Work Environment and Organizational Commitment on teachers of English Performance in North Musi Rawas regency. The value of fcount = 5.935 is greater than the value of ftable = 2.75 and the probability (sig. 0.004) is smaller or less than 0.05, then Ha: Accepted and H0: Rejected. It means that there is a significant influence on the work environment and organizational commitment together on teacher of English performance at SMP Negeri in North Musi Rawas Rigency.

4. The Influence of Individual Characteristics and Organizational Commitment on Teacher of English Performance at SMP Negeri in Nort Musi Rawas Regency The value of fcount = 6,262 was greater than the value of ftable = 2.75 and the probability (sig. 0.003) is smaller or less than 0.05, then Ha: Accepted and H0: Rejected. It means that there was a significant influence on teacher of English performance at SMP Negeri in North Musi Rawas Regency. The influence referred to in the same time Individual Characteristics and Organizational Commitment on Teacher Performance, according to the results of the questionnaire where respect for colleagues and leaders is needed in the organization. Praise given by superiors motivates the Teacher to work better.

5. The Influence of Individual Characteristics on teacher of English Performance at SMP Negeri in North Musi Rawas Regency Based on the recapitulation of the t test results, it can be explained that the individual characteristics variable on teachers of English performance at North Musi Rawas Regency is shown by the tcount value greater than t table, which is 1.904> 0.679 (t test table can be seen in the attachment) with dk = 65 (65-4) and a significant level of sig = 0.000, it means that partially the individual characteristics variable has a significant effect on teachers of English performance at SMP Negeri in North Musi Rawas Regency. It shows that the hypothesis in this study is proven or the hypothesis is accepted.

6. The Effect of Work Environment on Teachers of English Performance at SMP Negeri in North Musi Rawas Regency Based on the recapitulation of the t test results, it can be explained that the Work Environment variable on Teacher performance, It is indicated by the value of t count is greater than t table, namely 1.147> 0.679 with dk = 65 (65-4) and level significant sig = 0.000, it mean that partially the Work Environment variable has a significant influence on Teachers of English performance at SMP Negeri in North Musi Rawas Regency. It shows that the hypothesis

in this study is proven or the hypothesis is accepted.

7. Organizational Commitment to Teachers of English performance in North Musi Rawas rigency
Based on the recapitulation of the t test results, it can be explained that the variable Organizational Commitment to Teachers of English performance at SMP Negeri in North Musi Rawas Regency, it is indicated by the tcount value was greater than ttable, which is 3.228> 0.679 with dk = 65 (65-4) and the level significant sig = 0.002, it means that partially the Organizational Commitment variable has a significant effect on teachers of English performance at SMP Negeri in North Musi Rawas Regency. It shows that the hypothesis in this study is proven or the hypothesis is accepted.

This is reinforced by the results of the questionnaire data analysis that an attitude of respect for colleagues and leaders is needed in the organization. Praise given by superiors motivates the Teacher to work even better. In line with the opinion of Badeni (2013: 77), Organizational Commitment is the willingness to make high efforts to achieve organizational goals, which are conditioned by the ability of these efforts to meet several individual needs.

As a reference for this research was research conducted by Meri. 2015. The results of the study: 1. Individual Characteristics, Discipline and Work Environment together (simultaneously) have a positive and significant effect on the performance of the employees of the Energy and Mineral Resources Office of Sigi Regency of 1,462. 2. Individual characteristics have a positive and significant effect on the performance of the employees of the Department of Energy and Mineral Resources of Sigi Regency. 3. Work Discipline has a positive and significant effect on employee performance.

V. CONCLUSION AND SUGGESTION

a. Conclusion

Based on the results of the research and discussion, it can be concluded that

1. Individual Characteristics, Work Environment and Organizational Commitment have a positive and significant effect on teachers of English performance at SMP Negeri in North Musi Rawas Regency, it is proven that the value of fcount = 5.073 is greater than the value of ftable = 2.75.

2. Individual Characteristics and Work Environment have a positive and significant effect on teachers of English performance at SMP Negeri in North Musi Rawas Regency, the value of fcount = 3.207 is greater than the value of ftable = 2.75.

3. Work Environment and Organizational Commitment have a positive and significant effect on teacher of English performance at SMP Negeri in North Musi Rawas Regency, as evidenced by the value of fcount = 5.935 which is greater than the value of ftable = 2.75.

4. Individual Characteristics and Organizational Commitment have a positive and significant effect on Teachers of English performance at SMP Negeri in North Musi Rawas Regency, as evidenced by the value of fcount = 6,262 which is greater than the value of ftable = 2.75.

5. Individual characteristics have a positive and significant effect on teachers of English performance at SMP Negeri in North Musi Rawas Rigency, the value of t count is greater than t table, namely 1.904> 0.679.

6. The work environment has a significant effect on Teachers of english performance at SMP Negeri in North Musi Rawas Regency, the value of t count is greater than t table, namely 1.147> 0.679.

7. Organizational Commitment has a significant effect on teachers of English performance at SMP Negeri North Musi Rawas Regency, from the value of t count is greater than t table, which is 3.228> 0.679.

Management implications in this study, it can be seen that the Organizational Commitment variable is the most dominant variable among the individual characteristics, work environment and performance variables. Therefore it is necessary to increase supervision in improving discipline in order to achieve maximum teacher performance.

b. Suggestion

There are several suggestions that are expected to provide benefits for advancement the quality taechers of English at SMP Negeri in North Musi Rawas Rigency, as follows:
1. The Head of the North Musi Rawas District Education Office should provide opportunities for Teachers of English to participate in self-development
2. In terms of work environment, leaders are expected to coordinate workplace comfort, complete the facilities of teaching and learning process
3. It is expected that every school principal in the North Musi Rawas Rigency can convince their teachers to cooperate under their leadership and provide motivation which is an encouragement for teachers to achieve good performance.
4. Teachers of English performance at North Musi Rawas Regency can be pursued well if the teacher can complete the work according to the specified time and the teacher who completes the work on time gets appreciation from the leadership.

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