

TEACHER'S MOTIVATION AND PERFORMANCE IN IMPROVING THE QUALITY OF EDUCATION IN TSANAWIYAH MUHAMMADIYAH MADRASAH BONTORITA, GALESONG DISTRICT, KAB. TAKALAR

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Abstract - The quality of education is an indicator of the superior standard of education management. Management of education in terms of graduate standards, has content and process standards, management, financing, assessment, good educators and education personnel who support in producing superior students according to the needs of society in global competition. Quality is obtained from a dynamic process with certain conditions. Teachers can be considered as the most urgent factor in determining the quality of education. So that the motivation and performance of these teachers become indicators that determine the quality of education. The purpose of this study was to identify and analyze the influence of teacher motivation and performance in improving the quality of education at Madrasah Tsanawiyah Muhammadiyah Bontorita, Galesong District, Kab. Takalar, which is a type of field research (field research) with a qualitative approach and literature from various previous studies that are considered relevant, so that they can be used as reference material for further research in the field of Islamic education management in determining strategies and policies of educational units.

Keywords: Educational Responsibility and Social Environment

1. Introduction

Education is a process that occurs in every human being as a form of cultural manifestation to encourage the improvement of human dignity. The educational process lasts a lifetime and occurs in every aspect of life (Abdullah, A., 2019). Education is the foundation of hope for improving the quality of the Indonesian nation's human resources (Malli, R, 2021:159). In a life full of dynamics in an atmosphere of modernization and globalization, education is required to be able to carry out its roles and functions actively and dynamically.

In the implementation of education, various factors affect the quality of education, including teachers, facilities and infrastructure, curriculum, teaching and learning process, and evaluation system (Jajat Munajat, 2021:56). According to Supadi, M. P. (2021:96), the influencing factors are teachers, study time, education costs, physical facilities, and management of educational institutions.

Islamic educational institutions such as madrasas, are one of the expectations of the community as da'wah institutions, social institutions, moral institutions, scientific institutions, and quality resource producers (alumni). This is the reason why madrasas are still in great demand by the public. Therefore, madrasas must continue

to strive to maintain and improve the quality and trust of this community.

In 2020, the HDI of Takalar Regency is still in moderate status. This shows that the quality of life of the people of the Takalar area is still at a moderate level. This development index is a measure of health index, purchasing power and also education (Muqorrobin, M., 2017:51-69). The low HDI correlates with the quality of education in the area. One of the reasons for the low HDI is the low quality of education (Cahyadhi M, P. 2020:18).

The quality of education cannot be done just like that. Quality is obtained from a dynamic process with certain conditions. If the process goes well, effectively and efficiently, then the opportunity to get a quality education is also great (Supadi, M. P. 2021:94). This is certainly a challenge for education in carrying out its role in producing highly competitive students (qualified).

To be able to carry out its role properly, educational factors which are a dynamic unit must be considered for their quality and quality in order to maximize their respective functions. These factors need special attention so that educational design can be implemented perfectly.

One important component that affects the quality of education is the teacher. Teachers are human resources who must have the ability to synergize all the factors that may affect the quality of the environment and learning process. The success of learning depends a lot on the ability of the teacher to carry out his role. By not ignoring the role of other factors, teachers can be considered as the most urgent factor in determining the quality of education.

Based on the description related to the quality of education in Indonesia, especially in Takalar Regency, the author wants to examine how the quality of educators as human resources in this case educators in Madrasah Muhammadiyah takes the role of improving the quality of education in Takalar Regency.

Based on the above background, the authors formulate the problem in the study, namely:

- 1) How is the motivation of teachers in improving the quality of education in MTs. Muhammadiyah Bontorita?
- 2) How is the performance of teachers in MTs. Muhammadiyah Bontorita?
- 3) How is the motivation and performance of teachers in improving the quality of education in MTs. Muhammadiyah Bontorita

2. Literature Review

This study examines the influence of teacher motivation and performance in improving the quality of education in MTs. Muhammadiyah Bontorita, Galesong District, Kab. Takalar. Papers relevant to the research include:

1. Aida Nailun Ni'mah (Postgraduate Islamic Education Management at UIN Maulana Malik Ibrahim Malang) with the title: Efforts by the Principal in Improving the Quality of Education Through Strengthening the Personal Performance of Educators at MA Model Zainul Hasan Genggong (2021). The results of this study are: The principal's efforts in meeting the needs of educators

can foster self-confidence and motivation in educators to improve their performance.

2. Anita (Postgraduate Islamic Education Management at IAIN Purwokerto) with the title: Teacher Motivation and Performance in Improving Education Quality at the Wirasaba State Islamic School, Purbalingga (2017). The results of this study are: The results of this study strengthen the theory of Bemandin and Joye and Keith Davis that the quality of education is influenced by knowledge, skills, abilities, attitudes, and behavior, work motivation, and performance of organizational personnel.
3. Rahmah Putri Lubis (Master of Management at Muhammadiyah University of North Sumatra) with the title: The Effect of Competence, Work Motivation and Work Environment on Teacher Performance at SMA Negeri 15 Medan (2020). The results of this study are: Competence, motivation, and work environment have a significant positive effect on performance

Theoretical study

1. Motivation

There are many verses that explain the importance of work motivation in the Koran (Hidayat, R & Wijaya, C, 2020:157). In the Qur'an it is explained that Allah created all that is beautiful for humans. For example, the creation of a life partner to motivate people to struggle and work more. As the word of Allah SWT. in Q.S. QS. At-Taubah [9]:111:

﴿إِنَّ اللَّهَ اشْتَرَىٰ مِنَ الْمُؤْمِنِينَ أَنْفُسَهُمْ وَأَمْوَالَهُمْ بِأَنَّ لَهُمُ الْجَنَّةَ يُقَاتِلُونَ فِي سَبِيلِ اللَّهِ فَيَقْتُلُونَ وَيُقْتَلُونَ وَعَدًا عَلَيْهِ حَقًّا فِي التَّوْرَةِ وَالْإِنْجِيلِ وَالْقُرْآنِ وَمَنْ أَوْفَىٰ بِعَهْدِهِ مِنَ اللَّهِ فَاسْتَبْشِرُوا بَبَيْعِكُمُ الَّذِي بَايَعْتُمْ بِهِ وَذَلِكَ هُوَ الْفَوْزُ الْعَظِيمُ﴾

According to Gobena, G. A. (2018:163-178), teacher motivation contributes 63.20% to the decline in the quality of education while the remaining 36.80% is an unexplained variable that contributes to the deterioration of the quality of education. It must be understood that the important elements in motivation are effort, organizational targets, and interests. Individuals who have high motivation in their work will try their best to improve performance. While all the efforts that a person strives for are intended to achieve optimal goals.

Motivation is defined as part of the factors that encourage and strengthen a person to maintain his personal behavior. This becomes important because motivation is the psychological character of the individual who is largely responsible for shaping one's commitment to behavior, including the things that encourage a person to shape and maintain behavior and commitment.

2. Teacher Performance

Islam is a religion that regulates all human life, including providing signs in its implementation. Carrying out any activity must be based on sincerity and

responsibility. The value of this sincerity is even likened to jihad. Humans must believe that all activities carried out are not only evaluated by other humans but there are things that are more important as self-remembrance that human activities are judged by Allah SWT. and Allah rewards for the work done and the highest form of reward is glory which has the same value as jihad.

In the hadith narrated by Abu Dawud, from Umar Ra, the Prophet. said:

اَلْاَعْمَالُ النِّيَّاتِ اِلْكُلِّ اَمْرِيْءٍ ا اَنْتَ لِيْ اَللهُ لِه لِيْ اَللهُ لِه اَنْتَ لِدُنْيَا ا اَمْرَاةٍ
يَنْكِحُهَا اِلَى ا لَه لَه

It means:

From Umar Ibn al-Khattab ra., he said: The Messenger of Allah has said that deeds (it is valid if accompanied by intentions). And that for everyone (getting what was intended). So whoever emigrates to Allah and His Messenger, then his emigration is to Allah and His Messenger. And whoever emigrates to worldly treasures that he seeks or to a woman whom he marries, then his emigration is to what he emigrated." (H.R. Bukhari Muslim).

The lesson that can be drawn from the above hadith is that everything that is done will give results in accordance with what was intended. Work done with the right intentions and based on sincerity will create work that is carried out with sincerity as well. As humans, doing certain activities or jobs should start with good intentions. Work done with good intentions will be carried out with full responsibility so that the results will be good too.

Performance itself has standard measures and indicators of assessment. Teacher performance is measured based on the duties and responsibilities that have been regulated by law. Teacher performance is essentially not only in carrying out classroom learning or managing the curriculum as the main task.

Performance or achievements obtained in work are achievements in carrying out tasks in accordance with their duties and roles which are carried out with full responsibility for both the quality and quantity of a worker in carrying out his work. The quality of teachers is reflected in their performance. Performance is a measure of the success of teachers in carrying out their duties. Teachers who have good performance are able to carry out their duties and functions well (Rosmawati, R., Ahyani, N., & Missriani, M., 2020: 200-205).

From the above opinion, the conclusion about teacher performance is described, namely performance is the result or work achievement obtained by a teacher both in quality and quantity in carrying out all the responsibilities assigned to him. Teacher performance is the achievement obtained by the teacher after carrying out his duties and functions in his institution, in this case at the school where he teaches. Good performance indicates that the work or achievement is good or high.

3. Quality of Education

Islam is a religion that regulates all human life. The Qur'an and hadith do not

only explain the main points of worship such as worship, prayer, fasting and zakat, but more broadly in the Qur'an it explains things that are orderly, leadership, social and political, including management and more specifically quality management.

In the application of the wisdom of the Qur'an and hadith, sometimes non-Muslims apply it more in life than Muslims themselves even though everything in the heavens and on earth and arranged in the Qur'an and hadith is beneficial for the life of the whole world (Basyit, 2018: 187-210). Islam teaches humans to be itqan which means humans must be serious, diligent, responsible, thorough and carry out wholeheartedly everything that is their duty (Mahmudin, 2018).

The concept of Islam makes every effort made by humans to fulfill their needs is worship. Allah in the Qur'an promises a great reward for His servants who always try and strive as long as the business is done well, through a good and right process, with the right goal, accompanied by the right use of the results of the effort. All businesses carried out, whether in the form of goods or services, are bound by the rules of providing benefits and with services of good quality or quality for consumers. Providing good quality assurance is described in the Qur'an QS. Al Baqarah [2]:267;

يَا أَيُّهَا الَّذِينَ آمَنُوا أَنْفِقُوا مِنْ طَيِّبَاتِ مَا كَسَبْتُمْ وَمِمَّا أَخْرَجْنَا لَكُمْ مِنَ الْأَرْضِ ۖ وَلَا تَيَمَّمُوا الْخَبِيثَ مِنْهُ تُنْفِقُونَ وَلَسْتُمْ بِآخِذِيهِ إِلَّا أَنْ تُغْمِضُوا فِيهِ ۚ وَاللَّهُ غَنِيٌّ حَمِيدٌ

The translation:

O you who believe! Spend some of the results of your good deeds and some of what We put out for you from the earth. Do not choose what is bad for you to take out, even though you yourself do not want to take it except by squinting (reluctantly) towards it. And know that Allah is Rich, Praiseworthy

3. Method

This type of research is a type of field research, namely at MTs Muhammadiyah Bontorita with a qualitative approach. Data collection techniques used in the study were observation, interviews and documentation. The data that has been obtained from data collection techniques, both library data and field data were analyzed by several methods, namely; inductive, deductive, and comparative.

4. Results And Discussion

1. Work Motivation of MTs Teachers. Muhammadiyah Bontorita

Motivation for a teacher is fundamental in teaching. This motivation can be influenced by various things, such as economic fulfillment, pride in work as a teacher, interest or love when in the school environment. In other words, motivation for teachers is not just the fulfillment of economic needs, but also the fulfillment of mental needs in active teaching.

Teacher motivation in MTs. Muhammadiyah Bontorita has increased every year. According to the headmaster, this is because the government's attention to appreciate the dedication of madrasa teachers is getting better. This teacher

motivation is supported by the increasing appreciation from the government through the Ministry of Religion for the welfare of educators.

The following are the results of interviews with the Principal:

“The motivation level of the teaching staff in our Madrasah is increasing every year to become better and professional teachers because of the awareness that is built with the increasing enrollment rate of students. Also because of appreciation for the service of teachers who are getting better from the government in this case the Ministry of Religion. Alhamdulillah, 9 of our teachers passed the PPPK selection this year.” (Hj. Hadara, S.Ag. MA., Principal, interview on 27 April 2022).

The profession as a Madrasah teacher is no longer underestimated because the career path or job opportunities offered are equivalent to those of teachers in public schools. This of course will slightly reduce the burden of madrasa teachers related to family finances and economics. So that teachers are motivated to be more professional in teaching. Teachers are also increasingly aware that the trust of parents of students is getting higher in Madrasahs. Also because of the challenges of the students themselves who every year need different treatment or handling due to the influence of globalization.

2. Performance of MTs Teachers. Muhammadiyah Bontorita

Performance is the result of the teacher's work obtained both in quality and quantity in carrying out all the responsibilities entrusted to him. The teacher's performance is the achievement obtained by the teacher after carrying out his duties and functions at the school where he teaches. Good teacher performance will show that the work or achievements achieved will also be good or high.

Performance has standard measures and assessment indicators. Teacher performance is measured based on duties and responsibilities. Teacher performance should not only be in carrying out face-to-face learning in class or managing the curriculum as the main task. There are still many other things that are the teacher's duties related to administrative management and participating in maintaining order and security. Included in this is the self-development needed to improve its performance.

Following are interviews with several teachers:

“Teachers who have high performance are disciplined in coming, going home and teaching, not wearing rubber clocks. If disciplined the performance will be good. Another characteristic is administrative discipline. Administration is very important, prepared in advance not only for teaching but also for supervision and accreditation purposes. Teachers at our MTs are familiar with learning administration, especially ASN teachers, Inpassing and certification. As for honorariums, although they are not burdened, they are also those who still complete the administration.” (Abd. Rahman, S.Pd.I., Teacher of Al-Qur'an Hadith, interview on 27 April 2022)

"Administration is mandatory, a requirement at the Institute." (Barung Sugiono Ze. S.Pd, Indonesian teacher, interview on 21 May 2022).

The quality of teachers is reflected in their performance. Performance is a measure of the success of teachers in carrying out their duties. Teachers who have good performance, are able to carry out their duties and functions well.

3. The Effect of Teacher Motivation and Performance in Improving the Quality of Education in MTs. Muhammadiyah Bontorita

Advanced and superior schools are born from schools that have good quality education. advancing the quality of education means that all the factors that influence it must get attention, namely the teacher must have optimal motivation and performance.

The quality of education in educational units is influenced by various factors including: Optimal performance of all organizational components, High work motivation from superiors and subordinates, Strong curriculum design, Buildings that meet standards, Appropriate and adhered systems and procedures, Scheduling of activities consistent, Sufficient resources, Adequate staff development, Effective communication, Availability of equipment.

Following are interviews with several teachers:

"The curriculum design is reviewed by the Wakamad in the curriculum section". (Hadinah, S.Pd., Indonesian teacher, interview on 27 April 2022)

"The curriculum applied in schools comes from the Ministry of Religion. In addition, the Mulok Mapel is filled with Kemuhammadiyah material by teachers who are active in Muhammadiyah." (Abd. Rahman, S.Pd.I., Teacher of Al-Qur'an Hadith, interview on 27 April 2022)

Interviews related to facilities and infrastructure

"Space is still lacking, location is cramped." (Hj. Hadara, S.Ag. MA., Principal, interview on 27 April 2022)

"Our school's development from year to year is still at a moderate level." (Barung Sugiono Ze. S.Pd, Indonesian teacher, interview on 21 May 2022)

"Although the facilities are still limited, school extracurricular activities are an attraction for prospective applicants." (Junniati S.Pd.I., SKI teacher, interview on 27 April 2022).

3. Conclusion

Motivation for a teacher is fundamental in teaching. Teacher motivation in MTs. Muhammadiyah Bontorita has increased every year. According to the headmaster, this is because the government's attention to appreciate the dedication of madrasa teachers is getting better. Teachers are also increasingly aware that the trust of parents of students is getting higher in Madrasas.

Performance has standard measures and assessment indicators. Teacher performance is measured based on duties and responsibilities. MTs teacher.

Muhammadiyah Bontorita is aware that teacher performance should not only be in carrying out face-to-face learning in class or managing the curriculum as the main task. There are still many other things that are the teacher's duties related to administrative management and participating in maintaining order and security. Including in this case, teachers are also increasingly aware of the self-development needed to improve their performance.

Quality of MTs education. Muhammadiyah Bontorita is increasing because it is influenced by various factors, including: optimal teacher motivation and performance, teacher self-capacity development, effective communication between all elements of the school, consistent scheduling of activities, and public trust. However, the curriculum design is still more intense communication from the madrasa and PDM Muhammadiyah Takalar, buildings that meet standards, and improving facilities and infrastructure in learning

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