
The Effect of Teachers' Productivity on Performance During the Covid 19 Pandemic

(Case Study at Istiqamah Elementary School Bandung)

Pipin Sukandi*, Syafa Aulia Rizqi Ramadhan, Vinny Alviany, Wiedy Noer Juniarz, Alda Ainun Rizkia

Widyatama University, Bandung, Indonesia

*pipin.sukandi@widyatama.ac.id

ABSTRACT

At the beginning of 2021 the Covid 19 pandemic has not been significantly reduced, in fact the decision of the education minister Nadiem Makarim to allow face-to-face schools planned in early 2021 should be withdrawn because the local government does not give permission because of situations and conditions that have not been possible to do face-to-face learning, with the statement that online learning still continues until an undetermined time limit, it affects the productivity of teachers such as teachers who are considered ineffective with distance learning or online compared to doing face-to-face learning such as in schools, such conditions affect the performance of teachers.

Keywords

Teacher productivity, performance; COVID-19

Introduction

Indonesia announced the first report of a positive case of Covid-19, announced in March 2020. Two residents of Depok, West Java, were found to be positive for coronavirus. Since the findings of the first positive case, the number of Indonesians infected continues to grow to this day. The covid-19 pandemic in Indonesia in early 2021 has not decreased significantly. In the development of daily records, the positive covid-19 virus on Friday, January 1, increased by 8,072 people. Thus, the accumulation of positive cases in Indonesia since the beginning of March 2020 the number of accumulative positive confirmations reached 751,270 people. In Bandung, positive cases of Covid 19 are still up and down or fluctuating. Dinkes (Dinas Kesehatan) Bandung stated that there is still no significant decrease in cases that resulted in school schools in the city of Bandung is still not allowed to hold face-to-face learning during the even semester or 6 months so that the teaching and learning process is still carried out online or can be called distance learning.

With the enactment of the teaching process online / online teachers or teachers in each school is required productivity in order to still be able to create, innovate, and be able to find creative solutions so that the teaching and learning process

remains enjoyable with limited limitations especially with the rapid technological advances can be used as a means for the teaching process of distance learning. In fact, teachers have not optimal productivity when working at home for various reasons such as there are no adequate means of work such as in school, internet connection is sometimes not good, there are no qualified learning tools or media that can be used to work faster like in school. Reported in theconversation.com according to a survey of distance learning implementation over the last three months, *Ikatan Guru Indonesia* (IGI) also found that 60% of teachers in Indonesia have very poor ability in the use of learning technology. As a result, teachers spend more time learning technical matters, such as choosing the right digital platform or application for teaching, rather than focusing on learning materials that greatly affect the performance of teachers.

During the Covid 19 pandemic, it is expected that the productivity level of teachers or teachers will not decrease but can increase even with various constraints. As productivity increases, it can indirectly encourage them to improve performance or even get better.

Literature Review

Work productivity can be interpreted as an effort by individuals in their work to produce goods and services effectively and efficiently but quality so as to maximize profits for the company (Astuti, 2017; Saudi, 2018). The company will be able to produce products or services with the quality that is as expected, and certainly can benefit the company itself if good work productivity is established.

Based on the theory above, it can be concluded that the teacher's work productivity is the success of the teacher's work in carrying out learning activities to achieve the expected quality of learning outcomes.

Performance is a system used to assess and know whether an employee has carried out his/her job as a whole, or is a combination of work (what one should achieve) and competence (how one achieves it) (Sedarmayanti, 2017).

Performance Assessment is a formal system for assessing and evaluating employee performance, both individual and team. Performance assessments are often regarded as unlikable and negative routine actions and are considered to require no expertise (Martocchio, 2016).

The Covid-19 pandemic that hit almost all countries in the world including Indonesia caused tremendous panic for all people, as well as devastated all sectors of life. The Government of Indonesia also took a policy aimed at breaking the chain of transmission of the Covid-19 pandemic. Social distancing policy is one of the ways to break the chain of transmission of the Covid-19 pandemic, all activities must be carried out at home, such as studying, working and carrying out worship

The world of education is also affected by the Covid-19 pandemic. The only solution to keep the learning process running is to do online learning. The distance learning system requires educators to provide materials and teach from home. The Ministry of Education and Culture (Kemendikbud) has encouraged educators to bring fun learning from home for students and students.

Methodology

The method used is quantitative method. Quantitative method that is numerical data, can be used to answer the proposed hypothesis. Researchers used quantitative analysis and used statistical tools to find answers from respondents through the Software Statistic Package and Social Science (SPSS) 20 for Windows program.

The data used in the study came from the results of filling out a questionnaire consisting of several questions. Indicators are measured using ordinal scales based on Likert scale techniques. According to Siregar (2016), the definition of Likert scale as follows:

The Likert scale is a scale that can be used to measure a person's attitude, opinion, and perception of a particular object or phenomenon. The phenomenon is specifically defined by the author which is hereinafter referred to as a research variable indicator. Furthermore, the indicator is used as a starting point for arranging instrument items that can be in the form of questions or statements. Research variable indicators have been set specifically by the author.

In addition, there are two data sources obtained by researchers are primary data and secondary data, the following:

1. Primary Data

According to Wardiyanta in Sugiarto (2017) defines primary data as information obtained from primary sources of information from sources.

2. Secondary Data

Sugiyono (2016) defining secondary data is a data source that does not directly provide data to data collectors, for example through others or through documents.

Using the population of Istiqamah Elementary School Teachers, the researchers took 60 respondents. In this study, the authors used non-probability sampling with purposive sampling type.

As for how to obtain data and information in this research, as follows:

1. Library Research
2. Field Research

3. Questionnaire
4. Observation

statement and questionnaire, a questionnaire can be declared valid if the statement on the questionnaire is able to reveal something that will be measured by the questionnaire.

Results and Discussion

Validity Analysis

Validity Test is used to determine the feasibility of items in a list (construct) questions in defining a variable. Validity test is done by correlate each statement with the total and score on each variable, and used to find out the validity of a

To assess whether the above values are valid and reliable, compare with Table R in $DF=N-2$ and Probability 0.05.

DF value: Number of sample (60) - 2 = 58. R Table at DF 58 Probability 0.05 is 0.259.

X validity test results

Question Item	Person Correlation	R Table (Sig. 5%)	Description
Productivity 1	0,518	0,259	Valid
Productivity 2	0,435	0,259	Valid
Productivity 3	0,524	0,259	Valid
Productivity 4	0,371	0,259	Valid
Productivity 5	0,525	0,259	Valid
Productivity 6	0,533	0,259	Valid
Productivity 7	0,563	0,259	Valid
Productivity 8	0,484	0,259	Valid
Productivity 9	0,537	0,259	Valid
Productivity 10	0,629	0,259	Valid

Y validity test results

Question Item	Person Correlation	R Table (Sig. 5%)	Description
Performance 1	0,412	0,259	Valid
Performance 2	0,503	0,259	Valid
Performance 3	0,617	0,259	Valid
Performance 4	0,473	0,259	Valid
Performance 5	0,616	0,259	Valid
Performance 6	0,585	0,259	Valid
Performance 7	0,533	0,259	Valid
Performance 8	0,610	0,259	Valid
Performance 9	0,415	0,259	Valid
Performance 10	0,486	0,259	Valid

Validity test results can be seen from the table above that the coefficient of rcount validity > r table, then the validity test results can be declared valid and this research can be continued

In the rehabilitation test, it uses SPSS 20. Reliability criteria can be said to be good if Cronbach's Alpha > 0.600. Reliability test results can be seen in the table below:

Reliability Analysis

Reliability test results

Variable	Reliability Coefficient	Cronbach's Alpha	Description
X	10 Item	0,824	Reliable
Y	10 Item	0,829	Reliable

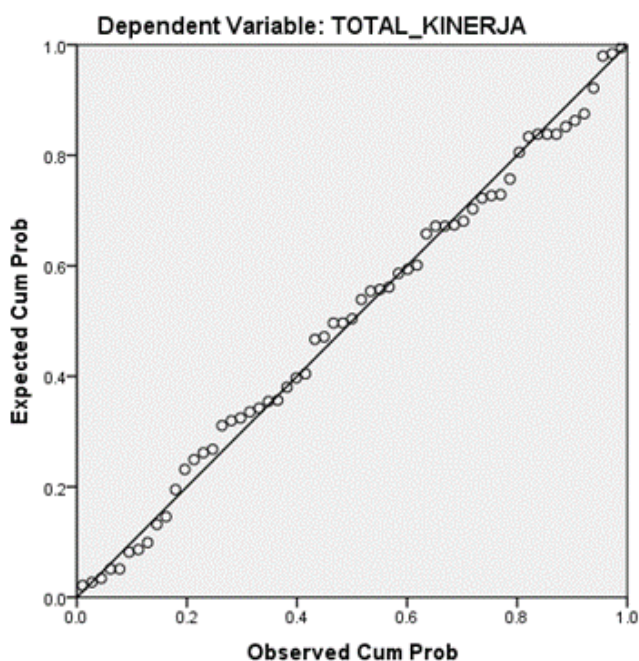
In the table above we can find out that each variable has Cronbach's Alpha > 0.600. Thus, the variable Productivity to Teacher Performance can be said to be reliable.

Classic Assumption Test

Normality test

Normality test is done to test whether in a regression model, an independent variable and variable dependent or both have normal or abnormal distribution. If the dots appear to be close to a diagonal line, then the distribution of data is considered normal.

Normal P-P Plot of Regression Standardized Residual

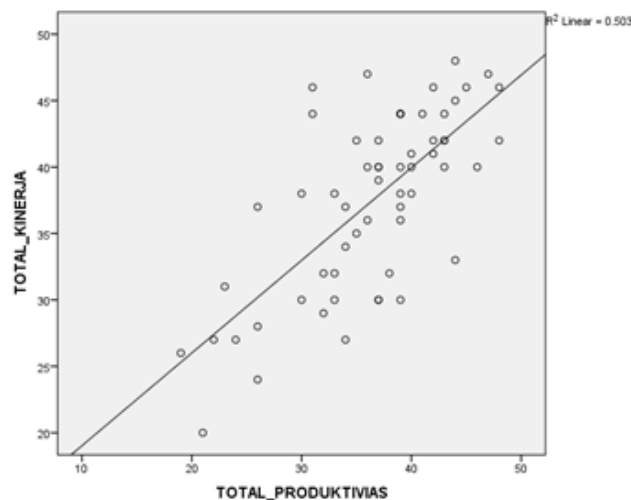


The conclusion of the graph above shows that the dots on the graph are spread around the line and the spread is close to the diagonal line so that the distribution of data in this study is normal.

Linearity test

The linearity test aims to find out if two variables have significant linear relationships. These tests are usually used as prerequisites in correlation analysis or linear regression. The linearity test aims to determine whether two variables of significance have a linear influence or not. One way to detect the presence or lack of linear

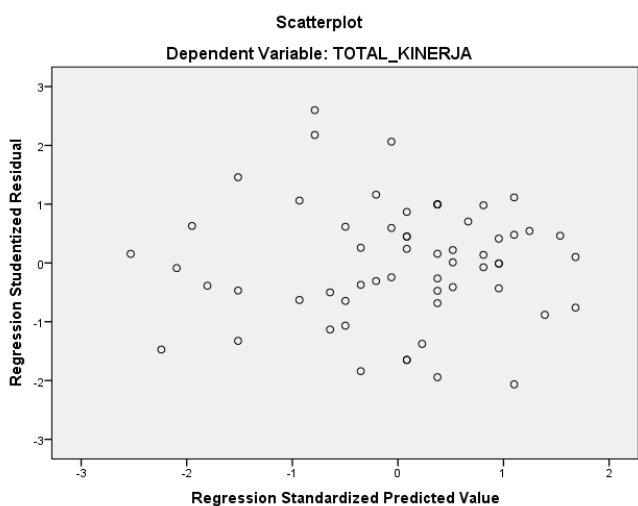
relationships between these variables can be done with scatter-plot graph techniques.



Based on the scatter-plot graph above, it appears that the data plot points form a straight line pattern from the bottom left up to the top right. This indicates a linear and positive relationship between productivity (X) and performance (Y) variables. Positive relationships can be meaningful if productivity improves then performance will improve.

Heteroscedasticity test

A good regression model is that heteroskedasity does not occur. From the results of the Heteroscedasticity test that can be seen in the scatterplot chart display, shows that the spread between variable prediction values bound to residuals does not form a definite pattern, or there is a spread that does not galvanise forming an orderly pattern. The results of Heteroskedastisitas test are as follows:



Looking at the graph above, it is clear that there is no specific pattern because the point spread irregularly above and below the 0 axis on the Y axis.

Hypothesis Test

Partial test (t-test)

Statistical test t is also called individual significant test. This test shows how far independent variables partially affect dependent variables. In the end, H_0 's conclusion is rejected or H_a is accepted from the hypothesis that has been formulated. Significant test of predetermined hypothesis using t test. The value of t table with alpha 5% and number of samples n minus k number of variables used then obtained t table of 1,671. The test was conducted by looking at the level of significance:

1. If the significance > a real level (0.05), then H_0 is accepted and H_a is rejected.
2. If the significance < a real level (0.05), then H_0 is rejected and H_a is accepted.

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	12.058	3.399		3.547	.001
	TOTAL_PRODUKTIVIAS	.697	.092	.710	7.602	.000

a. Dependent Variable: Total Performance

In the table above, it is known that the value t calculates $7602 > t$ table 1.671 or the value sig. $0.000 < 0.05$, then H_0 is rejected and H_a is accepted, which means that the Teacher Productivity variable (X) has a significant effect on the Teacher Performance variable (Y). a. Simultaneous Test (Test-f) Statistical test used in simulat test is Test F or commonly referred to > as Analysis of Variant (ANOVA).

If the significance < a real level (0.05), then H_0 is rejected and H_a is accepted.

Here's the F calculation table:

$$N1 = K - 1 = 2 - 1 = 1$$

$$N2 = N - k = 60 - 2 = 58$$

So, F the table is in rows 1 column to 58 of 4.01.

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1336.483	1	1336.483	57.792	.000 ^b
1 Residual	1318.161	57	23.126		
Total	2654.644	58			

a. Dependent Variable: Total Performance

b. Predictors: (Constant), Total Productivity

Statistical F test results showed a value of 57,792 with a significant amount of 0.000. The significant value of F is less than 0.05, thus H_0 is rejected and H_a is accepted. This means that the simultaneous testing indicates that there is a

significant influence between productivity variables (X) on performance (Y).

Analysis of Determination Coefficients

To find out how much productivity (X) affects performance (Y), statistical calculations are

carried out using the Coefficient of Determination.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics F	df1	df2	Sig. F Change	Durbin-Watson
1	.710 ^a	.503	.495	4.809	.503	57.792	1	57	.000	1.485

a. Predictors: (Constant), Total Productivity

b. Dependent Variable: Total Performance

The result of regression calculation can be known that the coefficient of determination (R Square) obtained is 0.503. This means that 50.3% variation in performance variables can be explained by productivity variables while the remaining 49.7% is explained by other variables not proposed in the study.

Conclusion

From the data and facts presented above, the author can conclude that the influence of teacher productivity on performance during pandemics is a very different situation than usual cannot be predicted before. During the COVID-19 pandemic, e-learning is an alternative for students at Istiqomah Elementary School. There are many changes in productivity to teacher performance during the pandemic. But there are some obstacles that make the learning delivered to the students of SD Istiqomah less maximal because it cannot be conveyed directly to the students, and teachers cannot give concrete examples of some examples of problems given. In addition, many parents complain because they do not understand their children's duties, because during the pandemic the role of parents is very important to guide their children at home in order to better understand the materials and tasks given. Based on the research conclusions obtained, the COVID-19 pandemic affects the productivity of teacher performance. The result of regression calculation is known 50.3% variation of Performance variable that can be explained by Productivity variable while the remaining 49.7% explained by other variables not proposed in the study.

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