THE INFLUENCE OF ONLINE PRESENCE AND WORK DISCIPLINE ON TEACHER PERFORMANCE IN SURABAYA

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Abstract

The aim of this research is to test and analyze the influence of online presence and work discipline on teacher performance in Surabaya partially or simultaneously. The approach used in this research is a quantitative approach. The population in this study were all civil servant (PNS) teachers in Surabaya. The sample used was 100 civil servant teachers. Data collection techniques in this research used observation, interviews, and questionnaires via Google Forms. The analysis technique used in this research uses the path analysis technique, with the SmartPLS (Partial Least Square) program version 3.29. The results of this research show that partially online presence (SIAGUS) has a positive but not significant influence on teacher performance and work discipline has a significant positive influence on teacher performance.

Keywords:

Online Presence; Teacher Performance; Work Discipline

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INTRODUCTION

Facing the current period of modernization and global competition requires the performance of human resources, especially in the field of education, namely teachers. Teachers are the main part of the field of learning related to educating the nation. Public demand for quality public services is also increasing. To provide excellent service, you definitely need good performance, in this case as a driving resource, discipline in work plays a key role.

Teacher performance is the result of work in terms of quality and quantity achieved by a teacher in carrying out his duties in accordance with his responsibilities which include preparing learning activity programs, implementing learning, implementing evaluations, and evaluating evaluations, Manullang(Novriza, 2019). One of the factors that influence teacher

performance is discipline. With a disciplined attitude, teacher performance will be better and more optimal.

According to Hasibuan(Rivai, 2019)Discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. Discipline reflects a person's sense of responsibility for the tasks assigned to him. This encourages work enthusiasm, work enthusiasm, and the realization of company, employee, and community goals. To improve discipline, leaders must carry out supervision both directly and indirectly. One way to increase supervision is through attendance or attendance lists.

Online attendance is attendance recording that utilizes modern technology using a cloud system that is connected to a database in real-time where the cloud system stores data automatically and then the data can be accessed anywhere and at any time as long as it is connected to the internet.(Wijaya & Setyariningsih, 2020).

There is empowerment of state civil servants for teachers to be more professional, responsive and transparent. In this way, acts of fraud regarding teacher attendance can be minimized. However, the problem is whether the online presence implemented in work units is running well and in accordance with the provisions or its implementation is only half-hearted.

The problematic phenomenon that occurs in Surabaya is that there are still teachers who are truant without explanation, there are still many teachers who arrive late and there are still teachers who leave earlier than the specified working hours. This is reinforced by the GAP research findings that researchers found, where in these findings there are still inconsistencies in answers from several previous studies which have several variables related to this research in common.

Literature Review

Relationship Between Variable Concepts
1. **The Relationship between Presence and Work Discipline**
   According to Cahyana (Putra, 2018) states that recording employee attendance is an important factor in managing human resources (HR or Human Resource Management). In-depth and detailed information regarding an employee's attendance can determine a person's work performance, salary/wages, productivity, and progress of the agency/institution in general. Conventional employee attendance recording tools require a lot of employee intervention from HR administration and employee honesty

   whose presence is being recorded. This often provides opportunities for manipulation of attendance data if there is continuous monitoring

this process was not carried out properly. The application of technology in a government agency always refers to the old/traditional system or can be called a manual system, where in the end the manual system is no longer able to meet the needs of an organization.

2. **The Relationship between Presence and Teacher Performance**
According to Heriawanto (Putra, 2018), the implementation of manually filling in the attendance register (only in the form of an attendance register book) will create an obstacle for organizations to monitor employee discipline in terms of punctuality of arrival and departure times for employees every day. Meanwhile, according to Mangkunegara (Putra, 2018), employee performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. To realize good performance, it is also necessary to have a presence to monitor employee performance.

3. **The Relationship between Work Discipline and Teacher Performance**
Work discipline are two words that have their own meanings. Therefore, to understand in depth it is necessary to pay close attention to these two words. Discipline is a person's willingness that arises with self-awareness to follow the rules that apply in the organization, Handoko (Putra, 2018). According to Mangkunegara (Putra, 2018), employee performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. To realize good performance, discipline is very necessary because it is related to performance efficiency.

The following is an image of the conceptual framework for this research:

Figure 1.
conceptual framework
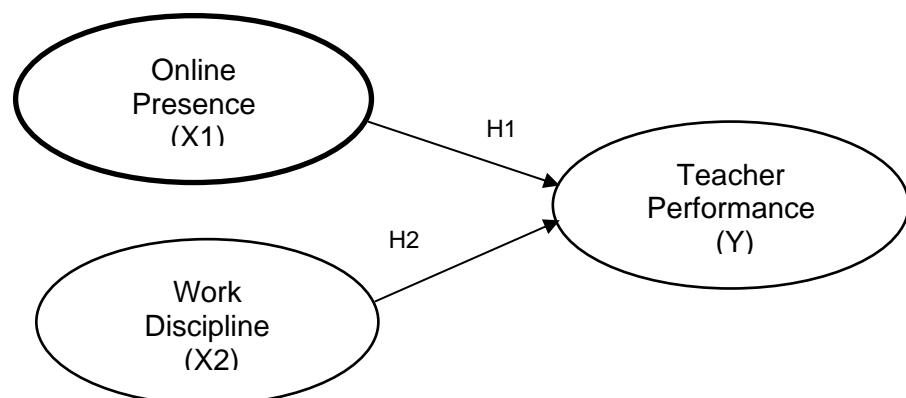
Source: Researcher (2022)

Hypothesis as follows :

H1: It is suspected that there is a significant influence of online presence on performance Teacher.

H2: It is suspected that there is a significant influence of Work Discipline on Performance Teacher.

Research methods

The data processing method in this research is structural equation modeling (SEM). SEM modeling is a further development of path analysis, in the SEM method the causal relationship between exogenous variables and endogenous variables can be determined more completely and accurately. The population in this study were all civil servant teachers in Surabaya. The sample used used a saturated sampling technique. The data collection method used is through primary data (observation, interviews and questionnaires via Google Form). The tool used in this research is the SmartPLS Version 3.29 application using a quantitative analysis approach that adopts Partial Least Square (PLS).

Data Analysis and Results
1. Outer Model Analysis

Evaluation of the indicator measurement model includes checking individual item reliability, internal consistency or composite reliability, average variance extracted, and discriminant validity. The first three measurements are grouped into convergent validity.

a. Discriminant Validity

Checking the cross loading measure is comparing the correlation of indicators with their constructs and constructs from other blocks with a value criterion of >0.7. Good discriminant validity will be able to explain the indicator variable at a higher rate than explaining the variance of other construct indicators. The following are the discriminant validity values for each indicator.

Table 1.
Discriminant Validity

	ONLINE PRESENCE (X1)	WORK DISCIPLINE (X2)	TEACHER PERFORMANCE (Y)
X1.1	0.673 (Dropping)		
X1.2	0.631 (Dropping)		
X1.3	0.809		
X1.4	0.776		
X1.5	0.816		
X1.6	0.865		
X1.7	0.822		
X2.1		0.667 (Dropping)	
X2.2		0.849	
X2.3		0.826	
X2.4		0.832	
X2.5		0.552	
X2.6		0.787	
X2.7		0.851	
X2.8		0.805	
Y.1.1			0.752
Y.1.2			0.878
Y.1.3			0.802
Y.1.4			0.918
Y.2.1			0.903
Y.3.1			0.807
Y.3.2			0.901
Y.4.1			0.836

Y.4.2			**0.496 (Dropping)**
Y.4.3			**0.679 (Dropping)**

Source: Researcher (2022)

Based on the data display in table 1 above, it can be seen that each indicator value in the green research variable has a higher cross loading value for the variable it forms, so the indicators used in this research have good discriminant validity in compiling their respective variables. respectively and the values in red need to be carried out by a dropping process because they do not have good discriminant validity in constructing the variables.

b. Convergent Validity

Rule of thumb used in the convergent validity test is a loading factor value > 0.5 and an AVE value > 0.5 (Ghozali & Latan, 2015). The following are the results of AVE:

Table 2.
Convergent Validity

	Average Variance Extracted (AVE)	**TEST RESULTS**
WORK DISCIPLINE_(X2)	**0.692**	**Valid**
TEACHER PERFORMANCE_(Y)	**0.736**	**Valid**
ONLINE PRESENCE_(X1)	**0.694**	**Valid**

Source: Researcher (2022)

Based on table 2 above, it is known that the AVE value for each variable is greater than 0.5. So it can be concluded that the variables or constructs used are valid.

c. Composite Reliability

Rule of thumb used for composite reliability values greater than 0.6 and Cronbach's alpha values greater than 0.6. With this measurement, if the value achieved is > 0.6, it can be said that the construct has high

reliability. The results of the reliability tests for both methods can be seen in the following table:

Table 3.
Composite Reliability

	Cronbach's Alpha	Composite Reliability	TEST RESULTS
WORK DISCIPLINE_(X2)	**0.914**	**0.931**	**Reliable**
TEACHER PERFORMANCE_(Y)	**0.948**	**0.957**	**Reliable**
ONLINE PRESENCE_(X1)	**0.894**	**0.919**	**Reliable**

Source: Researcher (2022)

Based on the data presented in table 3 above, it can be seen that each research variable has a Cronbach's alpha and composite reliability value of > 0.6. Based on the results obtained, it can be stated that the variables used in the research are declared reliable.

2. Inner Model Analysis

a. F2 Test (Size Effect / F-Square)

The criteria are if the F2 value is 0.02 then there is a small (weak) effect of the exogenous variable on the endogenous, the F2 value is 0.15 then there is a moderate (medium) effect of the exogenous variable on the endogenous, the F2 value is 0.35 then there is large (good) effect of exogenous variables on endogenous (Juliandi, 2018). Based on data processing that has been carried out using the smart PLS 3.29 program, the F-Square value is obtained which can be seen in the following figure and table:

Table 4.
Composite Reliability

	WORK DISCIPLINE_ (X2)	TEACHER PERFORMANC E_(Y)	ONLINE PRESENCE_ (X1)
WORK DISCIPLINE_(X2)		**0.598**	
TEACHER PERFORMANCE_(Y)			
ONLINE PRESENCE_(X1)		**0.011**	

Source: Researcher (2022)

Based on table 4 it can be seen that:
1) The effect of online presence (X1) on teacher performance (Y) has an F2 value of 0.011, indicating that there is a small (weak) effect.
2) The influence of work discipline (X2) on teacher performance (Y) has an F2 value of 0.598, indicating that there is a large (good) effect.

b. Coefficient of Determination Test (R-Square)

The R-square result for the endogenous latent variable of 0.75 indicates that the model is substantial (good), 0.50 indicates that the model is moderate (medium) and 0.25 indicates that the model is weak (bad) Juliandi(Maruhawa, 2019). Based on data processing that has been carried out using the SmartPLS 3.29 program, the R-Square value is obtained which can be seen in the following figure and table:

Table 5.
R-Square

	R Square	R Square Adjusted
TEACHER PERFORMANCE_(Y)	0.617	0.598

Source: Researcher (2022)

From table 5. above it is known that K inerja Guru (Y) has an R-square value of 0.617, indicating that the variation in the Y value can be explained by the variation in the X and Y values by 61% or in other words that the model is substantial (good).

c. **Construct Cross-validated Redundancy Test (Q-Square)**

A Q-square value greater than 0 (zero) indicates that the model has a predictive relevance value, while a Q-square value is less than 0 (zero), indicating that the model lacks predictive relevance.

Table 6.
Q-Square

	SSO	SSE	Q^2 (=1-SSE/SSO)
WORK DISCIPLINE_(X2)	270,000	270,000	
TEACHER PERFORMANCE_(Y)	360,000	210,483	0.415
ONLINE PRESENCE_(X1)	225,000	225,000	

Source: Researcher (2022)

From table 6 above, it is known that Teacher Performance (Y) has a Q-square value of 0.415, indicating that the Teacher Performance variable (Y) has correct predictive relevance.

3. **Path Coefficient Test**

Table 7.
Path Coefficient PLS Algorithm

	WORK DISCIPLINE_(X2)	TEACHER PERFORMANCE_(Y)	ONLINE PRESENCE_(X1)
WORK DISCIPLINE_(X2)		0.712	
TEACHER PERFORMANCE_(Y)			
ONLINE PRESENCE_(X1)		0.095	

Source: Researcher (2022)

Based on Table 7 above, it can be stated that hypothesis testing is as follows:

1) The influence of online presence on teacher performance has a positive relationship of 0.095.

2) The influence of work discipline on teacher performance has a positive relationship of 0.712.

4. Partial Test

Table 8.
Path Coefficient Bootstrapping

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
WORK DISCIPLINE_(X2) -> TEACHER PERFORMANCE _(Y)	0.712	0.711	0.137	5,190	**0,000**
ONLINE PRESENCE_(X1) -> TEACHER PERFORMANCE _(Y)	0.095	0.102	0.151	0.629	**0.529**

Source: Researcher (2022)

Based on Table 8 above, it can be stated that partial hypothesis testing is as follows:

1) The influence of online presence on teacher performance has a statistical T value of 0.629, where the value is < 1.96 and if seen from the P values, it has a probability value (p-value) of 0.529 > 0.05, meaning it can be concluded that online presence has no significant effect. significant positive impact on teacher performance at SDN Tanah Kali Kedinding V Surabaya.

2) The influence of Work Discipline on Teacher Performance has a statistical T value of 5.190 where the value is > 1.96 and if seen from the P values it has a probability value (p-values) of 0.000 < 0.05, meaning it can be concluded that Work Discipline has a significant positive effect on Teacher Performance at SDN Tanah Kali Kedinding V Surabaya.

In hypothesis testing it can be seen that if P Values < 0.05 then Ha is accepted, H0 is rejected meaning the exogenous variable has a significant effect, if the P Values > 0.05 then Ha is rejected, H0 is accepted meaning the exogenous variable has no significant effect or if the t-value is calculated > Zscore 1.96 then Ha is accepted, H0 is

rejected meaning the exogenous variable has a significant effect and if t-count < Zscore 1.96 then Ha is rejected, H0 is accepted meaning the exogenous variable has no significant effect.

Conclusion

Based on the results of the research and discussion previously presented, conclusions can be drawn from this research regarding the influence of online presence and work discipline on teacher performance in Surabaya as follows:

1. The direct influence of online presence on teacher performance does not have a significant effect, but the direction of the resulting relationship has a positive effect, meaning that presence will create an obstacle for teachers in their commitment to work which will have an impact on teacher performance.

2. The direct influence of Work Discipline on Teacher Performance has a significant effect and has a positive relationship direction, which means that discipline shows a condition or attitude of respect that exists in teachers towards the rules and laws that apply in the school.

3. The simultaneous influence of Online Presence and Work Discipline on Teacher Performance has a significant effect and has a positive relationship, this shows that the role of online presence and work discipline is that through online presence, leaders can take control and supervision actions on teacher work discipline in real time as long as they are connected to internet to improve teacher performance.

Suggestion

Based on the conclusions above, suggestions that can be given in this study, among others, are for online attendance, it is expected for the Education Office (Dispendik) to reorganize the system in the online attendance application program because, at the beginning of each month, the online attendance application often experiences problems (the teacher's *device/device* is not connected to the application). The work of leader is expected to be able to provide fair and firm sanctions if there are teachers who commit violations. Teacher performance is expected to improve and apply professional competencies to students well. Further researchers are expected to add research variables to make it more interesting, such as work culture, compensation, work environment, etc. that can support teacher performance.

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