The Effect of Personality and Quality of Work Life (QWL) on the Work Productivity of Middle School Teachers

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Abstract

This study aims to obtain information about the influence of Personality and Quality of work-life on state high school teachers' work productivity in the region I of East Jakarta's administrative city. This research is Associative quantitative research. The research was conducted using a survey method with the data analysis technique used to answer the hypothesis is the path analysis technique. This study's population was 801 respondents, and a sample of 267 respondents who were selected using random sampling. The research is focused on two aspects that determine work productivity; Personality and Quality Of Work Life. The results of the analysis conclude that (1) there is a direct influence of Personality on Work Productivity, (2) there is a direct influence of Quality of Work Life on Work Productivity, (3) there is a direct influence of Personality on Quality of Work Life.

Keywords: personality, quality of work life, work productivity

INTRODUCTION

Teacher work productivity can be developed to improve competence, from the planning and implementation stages of learning, writing scientific papers or works, writing articles, making and using learning media or tools, participating in scientific forum workshops, etc. Alifa (2017), in his research, concluded that the quality of teacher professional development is low seen from 3 activity indicators, namely self-development activities, scientific publication activities, and innovative work activities. The quality of teacher professional development in self-development activities and scientific publication activities is included in the low category. Handoko (1999) in Firmansyah (2017) says that the fulfillment of the right job by concentrating human resources and effort at work can affect organizational productivity. Productivity in the organization largely depends on the motivation of its members, where the actions of the members are aimed at achieving organizational goals. The concept of productivity can be seen from two

dimensions, namely the individual dimension and the organizational dimension. Assessment of productivity problems from the individual dimension looks at productivity, especially in terms of individual personality characteristics.

The personality factor is inherent in a worker so that it dramatically determines his behavior in an organization. How does a worker behave and act in the organization based on his personality? So, it can influence other colleagues. Robbins & Judge (2013) states that personality is the dynamic organization within the individual of those psychophysical systems that determine his unique adjustments to his environment.

According to Robbins and Judge (2007), two factors determine the personality of an individual, namely heredity and environmental factors. Heredity refers to an individual's genetic factors such as height, face shape, gender. These factors emphasize something that is from within and cannot be chosen. Unlike the case with environmental factors, where these factors are external factors such as where we live, family background, customs, friends and family, are the influence given to an individual through what he has experienced.

Based on the opinion of Jimmy Philip Paat, he assessed that an incident like what happened at the Wringinom PGRI Middle School was not a new phenomenon, but a problem that was repeated but could not be resolved. Davis, K. & Newstrom, J.W. (1994) in Mahampang (2013) argues that Quality of Work Life (QWL) refers to a pleasant or unpleasant state of the work environment for someone. Its main objective is the development of an excellent work environment for employees as well as for production. The main focus of Quality Of Work Life itself is that the work environment and all jobs must be suitable for people and technology.

The concept of quality of work-life reveals the importance of respect for humans in their work environment. Thus, the critical role of the quality of work-life is to change the organizational climate so that technically and humanely lead to a better quality of work life. Opinions from Darmajati et al. (2019), Itje stated that "there is no reason for teachers to be hard in educating, let alone hard physically. Why does physical violence occur? That's because there are mental factors that are damaged, including viewing and processes at school. " A healthy educational atmosphere emerges from a healthy way of educating too. Academic matters, he said (Itje) are not soft or hard issues, but those that can generate a positive spirit or not. "

Quoted from Kompasiana, Wahyudi (2015) stated that the low quality of Indonesian teachers was shown by the UKG score below the national average. This condition adversely affects the quality of national education. A survey from Wold Bank involving at least 12 countries in Asia shows that Indonesia's quality of education is at the lowest position in Asia. It was stated that three factors cause the current low quality of teachers. Namely, the errors in teacher recruitment methods, poverty in education and training, and lack of career security. There are three factors that cause the current low quality of teachers. These three factors are

errors in teacher recruitment methods, poverty in education and training, and lack of career security. First, the teacher recruitment method is misleading. Since the implementation of regional autonomy, the recruitment of PNS teachers has become a local authority. This policy has the potential to impact the decline in teacher quality negatively.

Based on the description above, it can be seen that the low productivity of the teacher's work, which is thought to be personality and the teacher's QWL is a factor that affects the high and low of teacher work productivity. Because of this, researchers will research the title Influence of Personality and Quality of Work Life (QWL) on Work Productivity of High School Teachers in Region I, East Jakarta Administrative City. Then, Handoko et al. (1999) said that the fulfillment of the right job by concentrating on human resources and effort at work could affect organizational productivity. Productivity in the organization largely depends on its members' motivation, where the members' actions are aimed at achieving organizational goals. According to Robbins and Judge et. Al (2007), two factors determine an individual's personality, namely heredity and environmental factors. Heredity refers to an individual's genetic factors such as height, face shape, gender. These factors emphasize something that is from within and cannot be chosen. It is different from environmental factors, where these factors are external factors such as where we live, family background, customs, friends and family, and the influence that is given to an individual through what he has experienced.

Davis, K. & Newstrom, J.W. et al. (1994) Quality of Work Life (QWL) refers to a pleasant or unpleasant work environment for someone. Its main objective is the development of an excellent work environment for employees as well as for production. The main focus of Quality Of Work Life itself is that the work environment and all jobs must be suitable for people and technology.

Allen, Plunkett, Attner (2013) in Boki (n.d), productivity is the relationship between the amount of input needed to produce a given amount of output and the output itself. Productivity is usually expressed as the ratio of inputs to results. Produktivitas. Schermerhorn (2010) in Muslimah (n.d) said that productivity is the efficiency with which inputs are transformed into outputs. The primary productivity equation is $\text{productivity} = \text{output}/\text{input}$. Mathis and Jackson (2006) wrote that productivity is a measure of the quantity and quality of work done, considering the resources used. It is also useful to view productivity as a ratio between inputs and outputs, indicating the organization's value or economy. It is also helpful to view productivity as the ratio between input and output that shows organizational or economic added value. Based on this theoretical study, it can be synthesized that, in general, productivity is a measure of success in achieving organizational goals whose elements can be seen from the organization's input and output.

According to Tohardy in Sutrisno (2012), work productivity is a mental attitude. A mental attitude that is always looking for improvements to what already exists. A belief that a person can do a better job today than yesterday, and tomorrow is better than today. Meanwhile, Laeha M and Wexley in Yuniarsih (2011) argued that individual work productivity could be assessed from what individuals do, namely how they carry out work or performance in achieving targeted results. According to the formulation of the National Productivity Board (NPB) Singapore (2009), work productivity is an attitude of mind that has the spirit to make improvements.

Based on the definitions of the National Productivity Board Singapore and Laeha M, there is a standard definition: the individual process in achieving results, focusing on results, and how they carry out the work. So work productivity can be concluded as an ability related to individuals' mental attitude in making self-improvement and self-improvement in an effort to produce effective, efficient, and quality work. According to Sinungan (2008) in Widyastuti (2012), increasing productivity is the same as increasing labor input where this input is defined as income because income can generate rupiah to meet the needs of daily life, productivity is said to have a direct effect on improving family welfare through payment.

As stated by Ivancevich (2007), personality is a characteristic way a person thinks and behaves in adjusting to his or her environment. Singh (2015) wrote that personality refers to the relatively stable pattern of behaviours and consistent internal states that explain a person's behavioral tendencies (Hogan 1991). A character has both internal and external elements. The external traits are observable behaviors that we rely on to identify one's personality. The internal state represents the thoughts, values, and genetic characteristics that we infer from the observable behaviors" personality refers to a relatively stable pattern of behavior and consistent internal conditions that explain a person's behavioral tendencies. A character has both internal and external elements. External element traits are observable behaviors that are relied on to identify a person's personality. Internal parts represent thoughts, values, and genetic characteristics that can be inferred from observed behavior. Morin (2003) in Hermawaty, the quality of work-life is a multidimensional concept building that offers satisfaction in work life and balance in work and life, where this is reflected in a feeling of belonging to a workgroup, a sense of being yourself, a sense of appreciation and respect. QWL deals with the work itself, which concerns the design of job requirements, the work environment, decision-making process and behavioral monitoring, working conditions, and the balance between employees' work and personal lives.

Quality of Work Life is not just an approach regarding the enrichment and expansion of jobs but Quality of Work Life as a philosophy or a strategy that includes many different activities in the workplace which aim to promote human

growth and dignity, work together by helping each other, determine participatory work changes and assumes that employee and organizational goals can go hand in hand. Its applications include semi-autonomous group-group programs, quality programs, and worker management committee programs.

Then, Daswati (2009), in her journal on employee personality development in increasing work production, concludes that to improve one's work productivity, personality development is needed, growth through education and training, and career development to increase work productivity. Personality development is an effort made by a person to try to get to know himself who has just been present in an organization so that he can adapt by evaluating his weaknesses and strengths and can mingle in the organization.

Furthermore, the results of the Quality of Work Life (QWL) study on work productivity, Tilaar et al. (2017) in their research entitled "The Effect of QWL on Employee Work Productivity and Competence on Employee Work Productivity at the Environmental Service Office of Prov. North Sulawesi" is the variable of the Quality of Work Life which has a positive and significant effect on Employee Work Productivity at the Office of the Environment Office of North Sulawesi Province with a QWL regression coefficient of 0.432 which is explained as increasing by 1 unit scale which will increase the productivity of Employee Work at the Environmental Service Office.

Elsewhere, Muda et al. (2017) conducted a study entitled, "The Effect of QWL on Employee Productivity using Structural Equation Modeling (SEM) Case Study of PT Krakatau Tirta Industri" concluded the Effect of Quality of Work Life "on employee work productivity from processing results. Analysis of structural equation modeling (SEM) shows that based on the standardized loading factor results, Quality of Work Life (QWL), as seen from the variables career development, conflict resolution, communication, and wellness, positively affects employee work productivity. It amounts to 0.07 for career development, 0.08 for conflict resolution, 0.32 for communication, and 0.44 for health.

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METHOD

The research was conducted at State Senior High Schools in Region I of the Administrative City of East Jakarta. In this study, researchers used a quantitative approach with path analysis techniques. The quantitative approach is used to examine a particular population or sample; the sampling technique is generally carried out randomly, the data collection uses research instruments, the data analysis is quantitative statistical to test the hypothesis. Meanwhile, endogenous or intervening variables are variables that are influenced by independent variables. The population is covered by all State Senior High School Teachers of Region I, East Jakarta City Administration, and 801 teachers. As for calculating the number of samples with the Slovin formula, the sample size is 266.77, rounded up to 267 teacher amps. Meanwhile, for the research trial, there were 30 teachers.

RESULTS AND DISCUSSION

Path analysis requires that the data be analyzed several statistical tests as a prerequisite for calculation. Therefore, before testing the hypothesis, the requirements test is conducted first. Data in path analysis must be met with several statistical tests: (1) Normality Test, (2) Significance Test, and Regression Linearity.

1. Normality Test

The data error normalization test was conducted to determine that the distribution of the estimated sample error that was observed came from the observed population from a normally distributed community. Regular or not normally distributed data in this study were tested using the Liliefors test technique. The test criteria reject H_0 , which states that the score is not normally distributed if the L_{count} is smaller than the L_{table} . From the research results, it can be seen that the maximum IF $(Z_i) - S(Z_i)$ I concluded with the L_{count} for the three regression estimation errors is smaller than the $\alpha = 0,05$ and $n > 30$ is $\frac{0,886}{\sqrt{n}}$.

a. Normality Test for Estimated Regression Error X_3 over X_1

Based on the calculation results, it is obtained that the value of $L_{count} = 0.037$, this value is smaller than the value of L_{table} ($n = 109$; $\alpha = 0.05$) of 0.0542. Considering that the L_{count} value is smaller than L_{table} , the data distribution of Work Productivity on Personality tends to form a normal curve.

b. Normality Test for Estimated Regression Error X_3 over X_2

From the calculation results obtained the value of $L_{count} = 0.041$, this value is smaller than the value of L_{table} ($n = 267$; $\alpha = 0.05$) of 0.0542. Considering that the L_{count} value is smaller than L_{table} the distribution of Work Productivity data on quality of work-life tends to form a normal curve.

c. Normality Test for Estimated Regression Error X2 on X1

According to the calculation results obtained the value of $L_{count} = 0.030$, this value is smaller than the value of L_{table} ($n = 267$; $\alpha = 0.05$) of 0.0542. Considering that the L_{count} value is smaller than L_{table} , the distribution of quality of work-life data on personality tends to form a normal curve.

Based on this, it can be concluded that all null hypotheses (H_0), which reads that the samples come from normally distributed populations, cannot be rejected; in other words that all selected models come from people that are normally distributed. The recapitulation of the results of the normality test calculation is shown in the following table.

Table 1 Results of Normality Testing for Estimated Regression Error

Error = Estimated Regression	N	L_{count}	L_{table}		Information
			$\alpha = 0,05$	$\alpha = 0,01$	
X ₃ over X ₁	267	0,037	0,0542	0,063	Normal
X ₃ over X ₂	267	0,041	0,0542	0,063	Normal
X ₂ over X ₁	267	0,030	0,0542	0,063	Normal

2. Significant Test and Regression Linearity.

At the initial stage of testing, the hypothesis states the effect of each exogenous variable on the endogenous variable in the form of a simple regression equation. The equation is determined using measurement data in the form of pairs of exogenous variables with endogenous variables so that the regression equation model is the most suitable form of relationship. Before using the regression equation to conclude hypothesis testing, the regression model obtained was tested for its significance and linearity using the ANOVA table's F test. The criteria for testing the regression model's significance and linearity are as follows: $F_{count} > F_{table}$, then the regression equation is very significant linear regression: $F_{count} < F_{table}$ the estimated data distribution forms a linear line. The next stage is to conduct a correlational analysis by examining the level and significance of the relationship between the pair of exogenous variables and the endogenous variable. The regression equation $\hat{X}_3 = 40,259 + 0,279 X_1$, for the significance test, it is obtained that F_{count} 94.99 is greater than F_{table} (0.01; 1: 265) 6.73 at $\alpha = 0.01$. Because $F_{count} > F_{table}$, the regression equation is very significant. The linearity test obtained that F_{count} was 1.070 smaller than F_{table} (0.05; 59: 206) of 1.39 at $\alpha = 0.05$. Because

$F_{count} < F_{table}$, the estimated distribution of points forming a linear line is acceptable.

From the test results of the regression equation X_3 over X_1 , it can be concluded that the error of the regression estimates is normally distributed, and the distribution of the estimated data forms a linear line is acceptable. Visually, it can be seen in the following image:

Fig.1. Graph of Regression Equations $\hat{X}_3 = 40,259 + 0,279 X_1$

From the calculated data for the compilation of the regression equation model between work productivity and quality of work-life in appendix 5, the regression constant $a = 39.562$ and the regression coefficient $b = 0.484$, thus the simple regression equation model relationship is $\hat{X}_3 = 39.562 + 0.484 X_2$. Before the regression equation model is further analyzed and used in concluding, it is necessary to test the regression equation's significance and linearity.

The regression equation $\hat{X}_3 = 39.562 + 0.484 X_2$, for the significance test obtained $F_{count} 109.47$ is greater than $F_{table} (0.01; 1; 265) 6.73$ at $\alpha = 0.01$. Because $F_{count} > F_{table}$, the regression equation is very significant. The linearity test obtained that F_{count} was 1.297, which was smaller than $F_{table} (0.05; 39; 226)$ of 1.45 at $\alpha = 0.05$. Because $F_{count} < F_{table}$, the estimated distribution of points forming a linear line is acceptable. From the test results on the regression equation X_3 over X_2 , it can be concluded that the error of the regression estimates is normally distributed, and the distribution of the estimated data forms a linear line is acceptable. Visually, it can be seen in the following image:

Fig.1. Graph of Regression Equations $\hat{X}_3 = 39,562 + 0,484 X_2$

The regression equation $\hat{X}_2 = 37,165 + 0,298 X_1$, for the significance test, F_{count} 83.81 is greater than F_{table} (0.01; 1: 265) 6.73 at $\alpha = 0.01$. Because $F_{count} > F_{table}$, the regression equation is very significant. For the linearity test, it was obtained that F_{count} was 1.243 smaller than F_{table} (0.05: 59: 206) of 1.39 at $\alpha = 0.05$. Because $F_{count} < F_{table}$, the estimated distribution of points forming a linear line is acceptable. From the test results on the regression equation X_2 over X_1 , the error of the regression estimates is normally distributed, and the distribution of the estimated data forms a linear line is acceptable. Visually it can be seen in the following image:

The analysis results of the first hypothesis provide findings that personality has a positive direct effect on work productivity. Thus, it can be concluded that work

productivity is directly influenced positively by personality. Personality Suitability increases Work Productivity. From the path analysis calculation, the direct effect of quality of work-life on Work Productivity, the path coefficient value is 0.380, and the tcount coefficient value is 6.805. The value of the ttable coefficient for $\alpha = 0.01$ is 2.59. Because the tcount coefficient value is greater than the ttable coefficient value, H_0 is rejected, and H_1 is accepted. Thus the quality of work-life has a direct effect on Work Productivity.

The second hypothesis analysis results found that the quality of work-life has a positive direct effect on Work Productivity. Based on these findings, it can be concluded that the quality of work-life positively influences work productivity. Quality of work-life accuracy increases Work Productivity.

The third hypothesis analysis results provide findings that personality has a positive direct effect on the quality of work life. Thus it can be concluded that the quality of work-life is directly influenced positively by personality. Personality suitability results in the accuracy of quality of work life. A summary of the path analysis model can be seen in Figure 4 as follows:

Fig. 4 Empirical Model Between Variables

Discussions

From the results of testing the first hypothesis, it can be concluded that there is a positive direct effect of Personality on Work Productivity with a correlation coefficient value of 0.327 and a path coefficient value of 0.514. This gives the meaning that personality has a direct effect on work productivity. The results of this study are in line with Then, Daswati (2009) in her journal regarding employee personality development in increasing work production, concludes that to improve one's work productivity; personality development is needed, development through education and training and career development to increase work productivity. Personality development is an effort made by a person to try to get to know himself who has just been present in an organization so that he can adapt by evaluating his weaknesses and strengths and can mingle in the organization. Based

on the description above, theoretically and empirically, personality positively affects Work Productivity.

From the results of testing the second hypothesis, it can be concluded that there is a direct positive effect of quality of work-life on Work Productivity with a correlation coefficient value of 0.541 and a path coefficient value of 0.380. This means that the quality of work-life has a direct effect on Work Productivity. The results of this study are in line with the research of Tilaar et al. (2017) with the title in their research entitled "The Effect of QWL on Employee Work Productivity and Competence on Employee Work Productivity at the Provincial Environmental Service Office. North Sulawesi" is the variable of the Quality of Work Life which has a positive and significant effect on Employee Work Productivity at the Office of the Environment Office of North Sulawesi Province with a QWL regression coefficient of 0.432 which is described as increasing by 1 unit scale which will increase the productivity of employees at the Environmental Service Office. Based on the description above, theoretically and empirically, the quality of work-life positively affects Work Productivity.

From the results of testing the third hypothesis, it can be concluded that there is a positive direct effect of personality on the quality of work-life with a correlation coefficient value of 0.490 and a path coefficient value of 0.490. This gives the meaning that personality has a direct effect on the quality of work life. The results of this study are supported by the results of research by Muindi (2016) in his research on "The influence and personality on the relationship between QWL and Job Satisfaction among Academic Staff in Kenya Public University" concluded that in his research there was a moderating effect of personality on the relationship between QWL and satisfaction. Work. The dimensions of openness and friendliness have a considerable contribution to personality in the relationship between QWL and job satisfaction, meaning that in this study what occurs is that open and pleasant academic staff are likely to be more satisfied with their work, the effect affects the individual's personality, and comfort and satisfaction in work has an impact when doing the maximum service work. Based on the above descriptions, theoretically and empirically, personality has a positive direct effect on the quality of work life.

CONCLUSION

Personality has a positive direct effect on work productivity. This means that strengthening personality affects increasing the work productivity of State Senior High School teachers in Region I of the Administrative City of East Jakarta. Quality of Work Life (QWL) has a positive direct effect on productivity. The conducive Quality of Work Life (QWL) affects increasing State Senior High School teachers' work productivity in Region I of the Administrative City of East Jakarta. Personality has a positive direct effect on Quality Of Work Life. A positive personality response

makes a balance between feeling comfortable, safe, and pleasant in the school environment for SMA teachers in Region I, East Jakarta City Administration.

Teacher work productivity is an attitude reflected in planning, implementing, and assessing teachers' teaching and learning process, given the importance of work productivity in an especially educational organization, namely schools. The principal must have a firm attitude towards teachers who do negligence. The principal can create personality reinforcement by controlling all actions together and evaluating teacher work productivity regularly and regularly. Of course, with the principal's evaluation, he can see the extent to which teacher work productivity is going well.

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