

The Influence of Time Management on Teacher Performance at UPT SMA Negeri 6 Sinjai, West Sinjai District, Sinjai Regency

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Abstract

This research aims to examine the effect of time management on teacher performance at UPT SMA Negeri 6 Sinjai, West Sinjai District, Sinjai Regency. The type of research used in this research is a quantitative survey method. The teacher sample consisted of 41 samples selected using non-probability sampling through saturated sampling techniques. The data in the sample uses primary data obtained using a distributed questionnaire. The data analysis methods used are validity test, reliability test, classical assumption test, simple linear regression test, statistical test and hypothesis test using the SPSS 25 analysis tool. Based on the research results, partially time management (X) shows a tcount value of 0.778 > ttable 0.3081 means that there is a positive and significant influence of time management (X) on teacher performance (Y). This is proven by a significant value of $0.000 < 0.05$ with a coefficient of determination (R Square) of 61.5% and the remaining 38.5% is influenced by things that have not been examined in this research.

1. Introduction

An organization can run effectively if the management functions such as planning, organizing and monitoring within it function well, and the supporting elements are available and meet the requirements. One of the most important factors that can support the running of a company is human resources (teachers). Human resources have an important role in determining the success of a company. Employee performance is a work result achieved by a person in carrying out the tasks assigned to him which is based on skill, experience, seriousness and time.

In general, in the large Indonesian dictionary it is written that performance means something achieved, achievement demonstrated, or ability to work with equipment. In an organization, including organizations in the national education system, teachers as human resources are in an important position so that they are considered a key factor determining success in efforts to achieve educational goals. The reality that teachers experience every day is that they are faced with various problems, both in family life and as members of society. Poor time management, for example, teachers use a lot of their time to fulfill their daily needs because

low salaries force teachers to have to work multiple jobs or become self-employed. As a result, teachers run out of time and energy to prepare themselves, increase their motivation to teach and do not have time to develop themselves, and their attention to education even decreases. In other words, teachers have not been able to manage time or time management well to improve their ability to implement learning.

To improve the quality of teacher performance, it is related to various influencing factors, including teachers not preparing lessons as well as possible, very low attendance and not showing abilities in accordance with the competencies possessed by a teacher. Currently, the performance of teachers at UPT SMA Negeri 6 Sinjai, Sinjai Regency, West Sinjai District is quite effective. However, there is still a little that needs to be improved regarding time management for each teacher, such as in learning activities, sometimes there are still people who are not on time to start teaching in class, so sometimes there are teachers who take students' rest time to fulfill their lesson hours. Then, related to teacher performance, there is also a lack of understanding or knowledge regarding the ability to improve learning, perhaps this is due

to the fact that there are teachers who still have other activities or jobs apart from school so they cannot manage their time to further increase their teaching motivation.

The author is interested in conducting research with the title "The Influence of Time Management on Teacher Performance at UPT SMA Negeri 6 Sinjai, West Sinjai District, Sinjai Regency". The research that will be conducted is to determine the extent to which time management has a significant positive effect on teacher performance at UPT SMA Negeri 6 Sinjai, West Sinjai District, Sinjai Regency. Management is the study of how to apply strategies to achieve a goal. Etymologically, Management comes from the word to manage, which means to organize. In terms of regulation, issues, problems, processes and questions will arise about what is regulated, who is regulated and what is the purpose of the regulation.

Management also analyzes, sets goals/targets and defines tasks and obligations well, effectively and efficiently. Management is the science and art of managing the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal. Management can also be seen as the art of carrying out work through other people (The art of getting done through people), this definition means that a manager in achieving organizational goals involves other people to carry out various tasks that have been arranged by the manager.

Planning is the result of thinking that leads to the future, which involves a series of actions based on a deep understanding of all the factors involved and which are directed towards specific targets. In other words, planning is determining a series of actions based on the selection of various alternative data available, in this case formulated in the form of decisions that will be carried out in the future in an effort to achieve goals. Organizing is defined as a process of creating relationships between personnel, functions and physical factors so that activities that must be carried out are united and directed towards achieving common goals. Implementation is the

movement of planning and organizing function activities. Implementation can be interpreted as an aspect of human relations in leadership that binds subordinates to be willing to understand and contribute their thoughts and energy effectively and efficiently to achieve the goals that have been set. Supervision is an activity to determine what has been carried out in accordance with the objectives to immediately identify possible deviations and obstacles as well as make corrections to facilitate the achievement of objectives.

Human resource management is the source of a process by recruiting, developing, motivating and evaluating the totality of various human resources in a business organization or company by looking at the performance of its employees. Human resources are productive individuals who work as drivers of an organization, both within institutions and companies, who function as assets and therefore must be trained and developed. Human resources are something that is very important and must be owned in an effort to achieve organizational goals compared to other resource elements such as capital, technology, because humans themselves control other factors.

Human resources are people employed by an agency as movers, thinkers and planners to achieve organizational goals. Human resource management (HRM) is a science or method of managing the relationships and roles of labor resources owned by individuals efficiently and effectively and can be used optimally so that the joint goals of the company, employees and society are achieved optimally. Human resource management is based on the concept that every employee is a human, not a machine and not merely a business resource.

Based on the experts' definitions above, it can be concluded that human resources refer to people who work in an organization. Human resources do not only include labor, officers or employees but also human potential which drives the organization and realizes its existence. This potential functions as capital, both in material and non-material form, which can be realized into real potential in business

organizations. Time management is a person's ability to allocate the time they have in making plans, scheduling, determining priorities according to interests without delaying work in achieving predetermined goals.

Time management is the ability to allocate time and resources to achieve goals. Creating a balance between work and personal life. Time management does not only refer to managing time, but more likely to how to utilize time. Someone who is able to manage time will determine the priorities of the various tasks at hand, focus time and energy on important tasks first. Time management is not just about managing time, but also about using time effectively. Individuals can manage their time by prioritizing the tasks at hand, focusing their time and energy on important tasks.

Based on the definition above, it can be concluded that time management is a vital skill in achieving goals, involving time management, scheduling and prioritization without delaying work. More than just time management, it involves effectively utilizing time by focusing on important tasks, creating a balance between work and personal life. In general, performance is interpreted as actions and behavior that are under the control of individuals that contribute to organizational goals in a legal manner that does not violate the law and does not conflict with ethics or morals. Specifically, performance is often interpreted as the results achieved by a person, both in quality and quantity, in accordance with the responsibilities given to him based on certain skills, experience, abilities and time with certain criteria or standards.

Teacher performance is a description of the teacher's attitudes, skills, values and knowledge in carrying out their duties and functions, which is shown in their appearance, actions and work performance. Teacher performance is a description of the results of the work carried out by the teacher, which the teacher shows in carrying out his duties and responsibilities in accordance with his profession. Teacher performance is reflected in the implementation of the learning process both inside and outside the classroom, school administration, as well as guidance and

services to students. In general, teacher performance can be measured from the implementation of the duties and responsibilities given to them in accordance with established provisions. The basic teaching skills that teachers must master are questioning skills, reinforcement skills, variation skills, explanation skills, opening and closing learning skills, guiding discussions in small groups, class management skills, and teaching small groups and individually. The placement system and units of experience variation imply the importance of placing teachers in appropriate and diverse environments to enrich their experience. Various learning contexts can improve teacher skills and knowledge.

The results of work and development show teachers' efforts to improve themselves through training, continuous learning, and participation in professional development to remain relevant and effective in the field of education. Practical ability is the ability of teachers to apply their knowledge and skills in real learning situations, making them effective in providing teaching. A hypothesis is a temporary conjecture or temporary answer which is still a presumption to the problem posed by the researcher because the truth must first be proven through research. Therefore, this conjecture may or may not be true. Based on the problem formulation, the hypothesis in this research is that it is suspected that time management has a significant positive effect on teacher performance at UPT SMA Negeri 6 Sinjai, West Sinjai District, Sinjai Regency.

2. Research Methodology

This research uses a quantitative approach method. Quantitative research is a type of research that uses numbers in processing data to produce structured information. This approach was chosen with the aim of finding out how much influence time management has on teacher performance at UPT SMA Negeri 6 Sinjai, West Sinjai District, Sinjai Regency. This research was conducted at UPT SMA Negeri 6 Sinjai which is located at Jl. Prosperity of Tassililu Village, West Sinjai

District, Sinjai Regency. This research was carried out for 1 month starting from December 2023 to January 2024. The type of data needed in this research is primary data.

Primary data is data that is directly obtained from the first data source at the research location or research object. Primary data is data from respondents, individuals, focus groups and panels that is determined by the researcher and where opinions can be sought regarding certain problems. Primary data was obtained directly from distributing a list of questions to employees as selected objects. In this research, the primary data for teachers at UPT SMA Negeri 6 Sinjai, West Sinjai District, Sinjai Regency. The population in this study were all UPT teachers at SMA Negeri 6 Sinjai, West Sinjai District, Sinjai Regency, totaling 41 people. The data collection method uses a questionnaire with a Likert scale.

Time management is an individual's ability to manage their time well which includes the ability to identify priorities, set goals, plan activities, organize schedules and avoid wasting time. Time management on teacher performance refers to the teacher's ability to manage and utilize time effectively in carrying out their duties. Performance is a measure or evaluation of the extent to which a person, organization or system achieves goals or desired results in a particular context. In various contexts, performance can refer to efficiency, productivity or results achieved in a task, project or activity. Validity test is a test used to show the extent to which the measuring instrument used in measuring what is being measured. Validity is the degree of accuracy between the data that actually occurs on an object and the data collected by the researcher.

This validity test is carried out to determine whether each instrument item is valid or not, which can be determined by correlating the score of each item with the total score. The minimum requirement for an instrument item or statement to be considered valid is that the validity index value is positive and is 0.3 or above. Therefore, all instruments or statements that have a correlation level

below 0.3 must be corrected because they are considered invalid. The validity test in this research used the SPSS (Statistical Product and Service Solution) program. The validity of a question item can be seen in the SPSS output results in the table with the item title Total Statistics. Assessing the validity of each question item can be seen from the corrected item-Total Correlation value of each question item.

Reliability Test is a measure that shows which measurements can be trusted or in other words shows which measurements should be taken if measurements are taken 2 (two) times or more on the same symptom. Reliability test is the extent to which measurement results using the same object will produce the same data. Reliability tests are carried out jointly on all statements. To test the reliability, the Cronbach Alpha method is used, which is a method that correlates or connects the total score on odd statement items with the total score on even statements, then continues with testing the Spearman Brown formulas. Simple linear regression is a statistical method that functions to test the extent of the causal relationship between time management variables (X) and teacher performance (Y).

The classical assumption tests used in this research include the normality test, multicollinearity test and heteroscedasticity test. The normality test is a test with the aim of testing whether in the regression model, the confounding or residual variables have a normal distribution. In this study, to test the normality of the data, researchers used the Kolmogorov Smirnov test with a significant value of 0.05. The multicollinearity test aims to test whether the regression model finds a correlation between independent variables. A good regression model should not have correlation between independent variables. Detecting whether there is multicollinearity can be done by paying attention to the Variance Inflation Factor (VIF) and tolerance numbers.

Tolerance aims to measure the variability of the selected independent variable that is not explained by other independent variables. So a low tolerance value is the same

as a high VIF value because $VIF = 1/\text{tolerance}$. The heteroscedasticity test is a test to test whether in a regression model there is an inequality of variance from the residuals of one observation to another observation. A regression model can be declared homoscedastic if the residual variance from one observation to another observation is constant, whereas a regression model can be declared heteroscedastic if the variance of the residual from one observation to another observation is different.

If a good regression model is one that does not occur heteroscedasticity or in other words a homoscedastic regression model occurs. The heteroscedasticity test can be carried out by paying attention to whether there is a certain pattern in the graph plot between SRESID (residual) and the predicted value of the dependent variable, namely ZPRED, where the Y axis is Y which has been predicted from the X axis is the residual (predicted Y - actual Y) which has been standardized. This test is intended to measure how far the independent variable influences the dependent variable. The coefficient of determination explains the variation in the influence of the independent variables on the dependent variable. Or it can also be said to be the proportion of influence of all independent variables on the dependent variable.

The value of the coefficient of determination can be measured using the formula $R^2 = r_{xy}^2$. Meanwhile in the SPSS program the value of the coefficient of determination (R^2) is shown by the R Square or adjusted R-Square value. R-square is used when there is only one independent variable (usually called simple linear regression), while Adjusted R-Square is used when there is more than one independent variable. Then the resulting R^2 value is multiplied by 100%. This test is called the regression coefficient test. The t test is used to determine whether there is an influence of the independent variable partially or individually with the dependent variable. Or in other words, the t test in multiple linear regression is intended to test whether the parameters (regression coefficients and

constants) that are estimated to estimate the multiple linear regression equation/model are the correct parameters or not. The precise meaning here is that these parameters are able to explain the behavior of the independent variable in influencing the dependent variable.

3. Results and Discussion

3.1. Result Research

Respondent characteristics are used to find out general data on respondents who are the sample in the research. The characteristics of the respondents used in this research are classified based on gender and age of the respondents in this research. Based on this, the sample in this study was 41 respondents who filled out the questionnaire. The sample distribution can be seen in table 4.1

Table 4.1
Respondent Questionnaire

Description	Count	Percentage %
Questionnaires Distributed	41	100%
Questionnaires Returned	41	100%
Questionnaires Not Returned	0	0%
Questionnaires Usable for Analysis	41	100%

Source: Processed Data, 2024

In table 4.1 with a total of 41 respondents who have been collected, this questionnaire can be processed in this research. The following shows a description of the respondent's character in terms of gender. To be more specific, see table 4.2 below:

Table 4.2
Characteristics Of Respondents Based On Gender

No	Description	Count	Percentage %
1	Male	15	36.6%
2	Female	26	63.4%
Total		41	100%

Source: Processed Data, 2024

Based on table 4.2 above, it is stated that there were 15 male respondents or 36.6% and most of the respondents were 26 female respondents or 63.4%. The following is an overview of the characteristics of respondents in terms of age. Specifications can be seen in table 4.3 below:

Table 4.3 Characteristics of Respondents Based on Age

No	Age	Count	Percentage %
1	25-30 years		12%
2	31-35 years	6	15%
3	36-40 years	11	27%
4	>40 years	19	46%
Total		41	100%

Source: Processed Data, 2024

The age of the respondents is categorized as in table 4.3 above and from the results of these categories it can be seen that the largest group is between 25 - 30 years old, namely 5 people or 12%, then the age group between 31 - 40 years, namely 6 people or 15%, then the group 36 - 40 years old, namely 11 people or 27%, while the largest group is <40 years old, namely 19 people or 46%.

3.2. Discussion of Research

The results of this research analysis show that time management has a significant positive effect on teacher performance at UPT Sma Negeri 6 Sinjai, West Sinjai District, Sinjai Regency. This is proven by the results of time management (X) $t \text{ count } 0.778 > t \text{ table } 0.3081$ so the hypothesis is accepted. The results of this research are in line with research by Calvin E. J. Mamahit (2019) which shows that there is a positive and significant influence of time management on lecturer performance, teaching motivation on lecturer performance and time management and teaching motivation together on lecturer performance. The results of this analysis show that in simple regression, lecturer performance is influenced by time management, amounting to 93.3%. Lecturer performance is influenced by their teaching motivation, amounting to 97.7%.

Likewise, research by Sagino (2020)

shows that discipline, professionalism, characteristics have a positive and significant effect on teacher performance. The results of this research obtained $t \text{ count } > t \text{ table } (4,708 > 1,995)$. The professionalism variable has a significant positive effect on teacher performance with a calculated $t \text{ value } > t \text{ table } (2,391 > 1,995)$. The characteristic variable has a significant positive effect on teacher performance with a calculated $t \text{ value } > t \text{ table } (3.988 > 1.995)$.

Performance management is an open and continuous communication system through a strategic approach and realizing the vision of becoming an integrated driving force in achieving organizational goals as a resource management orientation in management. In relation to teacher performance, time management can be interpreted as a management process designed to link organizational goals with the individual interests of a teacher so as to ensure that the individual goals of a teacher and the goals of the school are the same.

4. Conclusion

Based on the results of research and discussion regarding the influence of time management on teacher performance at UPT SMA Negeri 6 Sinjai, West Sinjai District, Sinjai Regency, it can be concluded that time management has a positive and significant effect on teacher performance at UPT SMA Negeri 6 Sinjai, West Sinjai District, Sinjai Regency. The importance of time management on teacher performance in improving performance and professionalism is very large. Remembering that good time management is expected to be able to influence and mobilize teachers to improve their professional competence. Good time management can help us manage and utilize our time, so that the work we do is more focused because there is a time schedule that becomes the benchmark.

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