

# CHAPTER 1

## INTRODUCTION

### **A. Research Background**

In the Law no. 2/1989 Article 4 on National Education goals which stated that the national education system aims at creating a nation of intellectuals and developing the Indonesian people as whole beings, people with faith in one God, who have morality, knowledge, skills, physical and mental health, a strong personality and a sense of responsibility toward the society and nation.

The success of the national education should focus on the educational component, especially human resources (HR) which has a very important role in determining the success of the school to achieve educational goals. Therefore, teachers are the spearheading of the learning process in school where their quality and quantity need to be improved and developed in accordance with the current need and future.

The development of teachers in school is teachers' personal development to explore the potential of the teacher themselves. One feature of the school success assessed by the community is the students' achievement. Schools are considered good and qualified if the students have high achievement.

The quality of education and graduates are often perceived depends on the teacher's role in managing the teaching components used to teach and learn

that become the school's responsibility. From several elementary schools in Magelang that become the example, the student's achievement between one elementary school with each other is not same. There are schools that have the high student achievement, ordinary, and even less. Schools with the ordinary and less achievement are required to improve the quality of learning process and outcome.

One effort to improve the school's quality is done by increasing the performance of teachers that is focused on the motivation and communication factors as well as the compensation given to teacher to make them have motivation to work. Performance is an achievement. Performance refers to the behavior of teachers while teaching in the classroom. Behavior is something very important in the creation of conducive learning atmosphere. Teachers will have motivation if they get attention, compliance, trust and satisfaction from the principal, and the good communication between teacher with principal and teacher with other teachers, will improve teachers' performance.

Looking at the task of teachers, they should be feasible given a decent income, but in some areas, there are still many teachers who teach as "heroes without medal" and the social worker, who finally really unlucky. This is proved by the lack of teachers' salary in school. Government, as the policy maker has not appreciated teacher as a profession that provides many contributions to the education and development of the nation. Teachers as a profession that actually produces the nation's leaders, other profession such as

doctor, lawyer, and others are regarded as second-class citizens who underestimated.

## **B. Problem Identification**

Teacher's performance is affected by many factors. However, in this research, the researcher focuses on the factor of communication, motivation and compensation in the elementary school of Magelang. Communication between teachers and work motivation of teachers are the dominant factors that are easily identified in the field, so it makes the research goals being focused.

1. Is the teachers' performance influenced many factors?
2. Are from the existing factors, the relationship of the communication between teacher and work motivation of teachers are the easily identified factors?
3. How is the relationship of the communication between teacher, and work motivation of teachers with the performance of Elementary School teachers in Magelang?
4. Do teachers have the skills of the subjects taught?
5. Do teachers have the basic skill (ability)?
6. Do teachers know and organize educational administration?
7. Do teachers get a decent income?

### **C. Research Limitation**

This research is limited on the relationship of the communication between teachers and work motivation of teachers jointly with the performance of teachers. These variables are chosen with consideration of:

1. The effort to improve the school's quality is done by increasing the performance of teachers.
2. Teachers who have high motivation and responsible.
3. Mutual understanding and cooperation are possible because of the relationship and good communication of each individual.
4. Development of the individual teachers is conducted by exploring their potential.

### **D. Usearch Statement**

For more details, the research problem is formulated as follows:

1. Is there a relationship of the communication between teachers with the teacher's performance?
2. Is there a relationship between the work motivation of teachers and teachers' performance?
3. Is there a relationship between the compensation and the performance of teachers?
4. Is there a relationship of the communication between teachers, work motivation of teachers, and compensation jointly with the performance of teachers?

## **E. Research Objectives**

This research aims to determine whether there is a relationship of:

1. The communication between teachers with teachers' performance.
2. Work motivation of teachers with teacher's performance.
3. The compensation with the performance of teachers.
4. The communication between teachers and work motivation of teachers jointly with teachers' performance.

## **F. Research Benefits**

1. Theoretical Benefits

The results of this study is expected to enhance better cooperation of the communication between teacher, work motivation and work compensation in SD Protobangsan 3 Magelang and also beneficial to the community, teachers and principal.

2. Practical Benefits

- a. For teachers, it can be used as an introspection material to encourage themselves in optimizing their performance, so they can produce a satisfactory performance;
- b. For the principals of Elementary school in Magelang, it can improve their leadership ability so can realize a quality school;
- c. For the supervisors, this research can be used to coach and assess the performance of teacher in performing their duty.