Analysis of the Effect of Conflicts on Performance on Teaching Staff with Training as Mediators at Global Prima Schools

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ABSTRACT: Superior education in the global era is determined by the readiness and ability to compete or at least keep pace with advances in information technology whose development is quickly widespread, quickly accepted, and easily digested by learners. The training will provide an opportunity for teaching staff to develop new skills and abilities at work. The purpose of the study was to analyze the effect of training and conflicts on the performance of teaching staff. This research approach is a quantitative research method. The population is the teaching staff of Sekolah Global Prima which amounts to 70 respondents. The study used saturated sampling where the sample used was the entire population of 70 teaching staff. Data collection techniques Interview, Questionnaire (questionnaire). The research data analysis model used in this study is a multiple regression analysis model. coefficient of determination ($R2$), Test F, and Test t. Test Results of the Coefficient of Determination test obtained an Adjusted R square value of 0.698. Training and conflicts affect the performance of teaching staff at The Global Prima School with F-count (67,386) > F-table (3.15). From the results of the training variable t-test, a t-count (5,304) > t-table (2,001) and a probability value (0.000) < 0.05 then H1 was received. Conflict variables, obtained t-count (3,399) > t table (2,001) and probability values (0.000) < 0.05, then H2 is accepted. Concluded that there is an influence of training and conflicts on the performance of teaching staff at The Global Prima School.

KEYWORDS: Training, Konfil, Teaching Staff, Performance.

I. INTRODUCTION

Superior education in the global era is determined by the readiness and ability to compete or at least keep pace with advances in information technology whose development is quickly widespread, quickly accepted and easily digestible for learners (1). The excellence of human resources and the support of technology and good management determine the angsability, development and continuous winning of the competition. The commitment to improve the quality of human resources is not just to overcome the impact of globalization but to open up new hopes so that the future of indonesian life is superior and dignified (2). If a person becomes a teaching staff who has joined a forum, namely an organization, of course he will form a work expectation which consists of his desires, desires, needs and past experiences into the organization or company where he is now based.

The training will provide an opportunity for teaching staff to develop new skills and abilities at work so that what is known and mastered now and for the future can help teaching staff to understand what should be done and why it should be done, provide opportunities for teaching staff to channel their abilities and strengthen the commitment of teaching staff to the company (3). Conflicts often occur everywhere, whether within government agencies, the private sector or the environment of ordinary people, peers, friends, friends, in the household, and so on. For this reason, it is necessary to create con- disi and make conducive decisions in the environment, especially in the environment of school educational institutions. Performance is the result of work in quality and quantity achieved by a teaching staff in carrying out their duties in accordance with the responsibilities given to him (4). Based on the background description above, the author is interested in conducting research with the title "The Effect of Training and Conflict on the Performance of Teaching Staff at Global Prima Schools".

II. LITERATUR REVIEW

One of the factors that affect performance is education and training. Education and training is a process of teaching certain knowledge and skills and attitudes so that employees are more skilled and able to carry out their responsibilities better, according to standards. Good education and training will improve employee performance so that it has an impact on improving performance

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(5); (6); (7). Training is a process that includes a series of actions (efforts) carried out deliberately in the form of providing assistance to workers carried out by coaching professionals in a time aimed at improving the work ability of participants in certain fields of work in order to increase effectiveness and productivity in an organization (8); (9).

Work conflicts in employees can cause positive things, but if they cannot be managed properly, they will have a bad impact (10). Dynamic changes in business, impacting activities in an enterprise that are required to keep up with changes (11). This change indirectly encourages the existing human resources in the company to work even better (12); (13) and result in the existing workload on the employee will increase (14). Positively the presence of conflicts can improve the rhythm of work, make work quickly completed and improve employee discipline (15); (2). Meanwhile, negatively conflicts in organizations can cause work stress, decreased job satisfaction, decreased organizational commitment and increased intention to quit (14). Performance is how much a person contributes to the organization including the quantity of output, the quality of output, the length of the output, attendance at work, and the cooperative attitude and level of achievement of a person in an organization that can increase productivity (16). Performance indicators according to Wirawan (2009) in Fauzi (2014), are: Job skills, Quality of work, Responsibility, Ability Initiative, Discipline of Willingness, Cooperation of Ability, Quantity of work (17).

III. RESEARCH METHODS

This research approach is a quantitative research method. The population is the teaching staff of Sekolah Global Prima which numbers 70 people. The study used saturated sampling where the sample used was the entire population of 70 teaching staff. Data collection techniques Interview, Questionnaire (questionnaire). Validity test by comparing rhitung values with rtabel for degree of freedom = n- k, in alpha 0.05 obtained rtabel 0.361. To measure reliability with the Cronbach Alpha statistical test, the > 0.70.

Table 1. Variable Instrument Reliability Test Results

Variable	Cronbach's Alpha	No of Items	Information
Variable Conflict (X)	0.897	10	Reliable
Variable Performance (Y)	0.835	8	Reliable
Variable Training (Z)	0.812	10	Reliable

Source: Research Results, 2022 (Dataprocessed)

Based on Table 1, the reliability value of each instrument from the Conflict, Performance and Training variables is greater than 0.70 and it can be concluded that all variables are reliable. The research data analysis model used in this study is a multiple regression analysis model. Coefficient of determination (R2), Test F and Test t.

IV. RESULT AND DISCUSION

Table 2. Descriptive Statistical Analysis.

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Training	70	19.00	47.00	30.58	9.20
Conflict	70	15.00	38.00	25.95	7.70
Performance	70	20.00	47.00	31.48	8.74
Valid N (listwise)	70				

Source: Research Results, 2022 (Data processed)

From Table 2, the results of the descriptive satistic analysis for the variables Training (Z), Conflict (X) and Performance (Y) can be seen. The Training (Z) variable with a sample of 70 respondents had an average of 29.48 minimum values of 19.00 and a maximum of 47.00 with a standard deviation of 9.20. Conflict Variable (X) with a sample of 70 respondents had an average of 25.95, a minimum value of 15.00 and a maximum of 38.00 with a devias5 standard of 7.70 Performance Variables (Y) with a sample of 70 respondents having an average of 31.48, a minimum value of 20.00 and a maximum of 47.00 with a standard deviation 8.74.

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Table 3. Multiple Linear Analysis

<table>
<tr><td colspan="7" align="center">Coefficients^a</td></tr>
<tr><td rowspan="2">Model</td><td colspan="2">Unstandardized Coefficients</td><td>Standardized Coefficients</td><td>t</td><td>Sig.</td></tr>
<tr><td>B</td><td>Std. Error</td><td>Beta</td><td></td><td></td></tr>
<tr><td>1 (Constant)</td><td>5.158</td><td>2.256</td><td></td><td>2.282</td><td>.026</td></tr>
<tr><td>Training</td><td>.527</td><td>.097</td><td>.547</td><td>5.304</td><td>.000</td></tr>
<tr><td>Conflict</td><td>.415</td><td>.119</td><td>.350</td><td>3.399</td><td>.001</td></tr>
</table>

Source: Research Results, 2022 (Data processed)

Performance Teaching staff = 5.158 + 0.527 Training + 0.415

The meaning of the multiple linear regression equation above is:

1. Constant of 5,158 states that if Training and Conflict are absent or constant, the performance of teaching staff at The Global Prima School is 5,158 units.
2. Training regression coefficient of 0.527 and positive value, this states that every increase in Training 1 unit will increase the performance of teaching staff at The Global Prima School
3. Conflict regression coefficient of 0.415 and positive value, this states that every increase in Conflict 1 unit will cause an increase in the performance of teaching staff at The Global Prima School.

Table 4. Coefficient of Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.836^a	.698	.698	4.32793

Source: Research Results, 2022 (Data processed)

The results of the Coefficient of Determination Test obtained an Adjusted R square value of 0.698 this means that 69.8% of the variation in the dependent variable Performance of teaching staff at The Global Prima School which can be explained by the variation in the independent variables training and conflict the remaining 30.2% (100%-69.8%) is explained by other variables that were not studied in this study, such as commitment, communication and salary.

Tabel 5. Simultaneous Test (F Test)

ANOVAa					
Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	2556.356	2	1278.178	67.386	.000^b
Residual	1105.128	59	18.731		
Total	3661.484	61			

Source: Research Results, 2022 (Data processed)

The fable value is obtained from:

1. df1 = k-1 = 3-1 = 2, where k is: the number of dependent and independent variables
2. df2 = n-k = 62-3 = 59, where n is: the number of samples can be seen from the 59th row, the 2nd column. The fable according to table F is 3,15.

From the table above, it can be seen that the calculated F value is 67,386 with a probability of 0.000, because the probability is smaller than 0.05, the regression model can be used to predict the performance of teaching staff. This can also be seen from the calculation (67,386) > Ftabel (3.15), then H3 is accepted which means that the training and conflict variables affect the performance of teaching staff at The Global Prima School

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Table 6. Partial Test (T test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	**Std. Error**	**Beta**		
(Constant)	5.147	2.256		2.282	.026
Training	.517	.097	.547	5.304	.000
Conflict	.405	.119	.350	3.399	.001

Source: Research Results, 2022 (Data processed)

The value of t is determined to be significant 5% and the degree is free: df = n-k (df = number of samples and k = number of overall variables) i.e. df = 62-3 = 59. The calculation tests carried out are:

Two-way test then the ttable used is t 5% or t0.05(59) = 2.00100. From the results of the t test above, it can be concluded that for the Training variable, t count (5,304) > ttabel (2,001) and probability value (0.000) < 0.05 then H1 is accepted means that there is an influence of Training on the Performance of teaching staff at The Global Prima School. Then for the Conflict variable, a calculation (3,399) > ttabel (2,001) and a probability value (0.000) < 0.05, then H2 is accepted means there is an influence of Conflict on the Performance of teaching staff at the Global Prima School.

The Effect of Training on the Performance of Teaching Staff
The results of research conducted by researchers prove that there is an influence of training on the performance of teaching staff at the Global Prima School. In line with the first hypothesis (H1). This can be seen from the results of the partial test (t-test) where the calculated value of the > t-tabel (5,304 > 2,001) and the significance value of 0.000 < 0.05. So the results of the study rejected H0 and accepted Ha. The results of this study are in line with Slameto's research (2017), which states that teachers' commitment to the educational / school environment has a positive and significant effect (being a determinant) on their performance after training. Meanwhile, the variables of leadership (X1) and concern for the environment have no effect (not determinants) on the performance of teachers after training (9).

Supported by research by Novitasari (2012), which states that the results of the study show that there is an influence of the principal's leadership, work environment, education and training on the performance of high school economics / accounting teachers in Kendal Regency. The influence of leadership to schools, work environment, education and training simultaneously (together) has a contribution of 76.2% to the performance of high school economics / accounting teachers in Kendal District (4).

According to Sugiyono 2002 in Andriana (2018), it is stated that the teacher's work ability is influenced by several factors, such as basic potential, educator qualifications, education / training, and teaching experience, and in this study researchers focus on only three factors, namely educator qualifications, experience, and Training (6); (5). By frequently attending relevant training in accordance with the needs of teachers and improving teacher performance (3). Skills can be obtained from training, the more skilled the education staff will be better able to work and use facilities (7); (8); (1).

The Effect of Conflict on the Performance of Teaching Staff
The Effect of Conflict on the Performance of Teaching StaffThe results of research conducted by researchers prove that there is an influence of Conflict on the Performance of teaching staff at The Global Prima School.In line with the first hypothesis (H2). This can be seen from the results of the partial test (t-test) where the calculated value of > ttabel (3,399 > 2,001) and the significance value of 0.000 < 0.05 so that the research results reject H0 accepting Ha. The results of this study are supported by Eriyanti's research (2021), from the results of her research shows that Conflict management has a positive and significant effect on the performance of state vocational school teachers in Sungai Lilin District. This is evidenced from the value of the regression coefficient which has a positive value of 0.317 and the coefficient of determination of 0.256 which shows the magnitude of the contribution of the influence of Conflict management on teacher performance of 25.6%. Thus, it can be concluded that the higher the conflict management ability, the higher the teacher's performance. Conversely, the lower the Conflict management, the lower the teacher's performance (15).

In line with Septiawan's research, which states the variables tef work motivation (X1), Conflict of role (X2), and job satisfaction (X3) simultaneously or partially. Significant effect on teacher performance (Y) at Bahrul Maghfiroh Junior High School (10). Conflict can increase the performance and productivity of an organization, so the leadership of the organization is required to have the ability in Conflict management (11); (13). The researcher's assumption is that in the absence of conflict between teaching staff

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will improve the performance of teachers at The Global Prima School. Teacher performance is work ability and work performance which is manifested in the form of quantity and quality of work results shown by teachers in carrying out their duties (2).

CONCLUSIONS

Based on the results of the research and discussion that has been described in the previous chapter, conclusions can be drawn from the results of testing the results partially showing that training partially has a positive and significant effect on the performance of teaching staff at The Global Prima School. Partial testing of the results showed that Conflict partially had a positive and significant effect on the performance of teaching staff at The Global Prima School. Simultaneous testing of results shows that Training and Conflict simultaneously have a positive and significant effect on the performance of teaching staff at The Global Prima School.

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