

## Effect of Compensation and Work Facilities on Teacher Performance (Case Study at Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City)



Sri Lestari<sup>1</sup>, Sekar Dhiya Raihanah<sup>2</sup>

<sup>1,2</sup>Faculty of Economics and Business Management Department of As-Syafi'iyah Islamic University

**ABSTRACT:** This study aims to determine and analyze the effect of compensation and work facilities on teacher performance (Case Study at Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City). The sample used in this study was a saturated sample of 33 teachers at Madrasah Ibtidaiyah Tarbiyatul Falah Bekasi City. Tests in this study used the validity test, reliability test, classic assumption test, regression analysis, correlation analysis, coefficient of determination, and hypothesis testing. The results of this study indicate that the compensation variable (X1) has a positive and significant effect on teacher performance (Y) with the result  $t_{count} 4,089 > t_{table} 1.697$  with a significant value of  $0.000 < 0.05$ . Whereas in the work facility variable (X2) positive and significant effect on teacher performance (Y) with the result  $t_{count} 9,278 > t_{table} 1.697$  with a significant value of  $0.000 < 0.05$ . The result of the coefficient of determination means that the influence of the contribution between compensation (X1) and work facilities (X2) on teacher performance (Y). Testing the coefficient of determination ( $R^2$ ) is obtained in the compensation variable on teacher performance of 0.350 or 35% while the remaining 65% is influenced by other variables not examined in this study. The coefficient of determination ( $R^2$ ) on the work facilities variable on teacher performance was obtained by 0.735 or 73.5% while the remaining 26.5% was influenced by other variables not examined in this study.

**KEYWORDS:** Compensation, Work Facilities and Teacher Performance.

### INTRODUCTION

#### Background

Human resources are one of the important elements of an educational institution because education is expected to encourage each individual to improve quality and be able to make adjustments to its scope. Quality education is based on a condition, condition or performance that is shown in achieving the goals that have been set. Therefore, to improve educational institutions, it must pay attention to human resources and manage them properly in order to create quality education.

School is a place for educational institutions that are provided to develop the potential, interests and talents possessed by the sons and daughters of the nation as provisions for future social, religious and state life so that they must get educational opportunities, and also access to education. With the existence of education can create competent human resources and in accordance with the demands of development.

The Tarbiyatul Falah Islamic Education Foundation was established in 1970 in Pedurenan Village, Jatiluhur Subdistrict, Jatiasih District, Bekasi City as an effort to provide access to education and strengthen the Islam of the surrounding community. At that time, educational facilities based on religion or non-religion were still minimal. For this reason, YPI Tarbiyatul Falah helped establish a Madrasah Diniyah, which at that time was a madrasa with only three rooms. Since then the activity has developed and become an educational institution. Because at that time there were no educational institutions around the community. In 1980, Madrasah Diniyah was transformed into Madrasah Ibtidaiyah (MI) with the aim that there is a balance between religious and general knowledge and alumni/graduates can continue to a higher level of formal education.

The phenomenon that occurs at Madrasah Ibtidaiyah Tarbiyatul Falah Bekasi City is a decrease in teacher performance every year and one of the causes is the compensation given is unfair and the available work facilities are inadequate, causing their performance to decrease. Performance is the result of work seen from the aspects of quality, quantity, working time, and cooperation to achieve the goals set by the organization. (Sutrisno, 2016:172). Thus, performance is the end result of whether or not the targets set are achieved based on their work in terms of quantity and quality that an employee gets when carrying out the

## Effect of Compensation and Work Facilities on Teacher Performance (Case Study at Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City)

tasks and responsibilities he has been given. (Sutrisno, 2016: 6) explains that performance indicators can be measured by quality, quantity, timeliness and cooperation between employees. Conversely, if the quality, quantity, timeliness and cooperation between employees is great, then the performance of an organization is lacking.

The following is teacher performance data at the Madrasah Ibtidaiyah Tarbiyatul Falah in the period from 2019 to 2021 can be viewed in table 1 as follows:

**Table 1. Performance of Madrasah Ibtidaiyah Tarbiyatul Falah Teachers for the 2019-2021 Period**

A	PERILAKU KERJA	2019			2020			2021		
		Bobot %	Nilai capation	Skor %	Bobot %	Nilai capation	Skor %	Bobot %	Nilai capation	Skor %
1	Kepemimpinan	10	90	9	10	85	8,5	10	85	8,5
2	Kerja Sama	10	85	8,5	10	85	8,5	10	80	8
3	Tanggung Jawab	10	90	9	10	80	8	10	80	8
4	Keterampilan	10	85	8,5	10	83	8,3	10	75	7,5
<b>B HASIL KERJA</b>										
1	Kualitas Kerja	20	85	17	20	80	16	20	75	15
2	Kualitas Waktu	20	85	17	20	80	16	20	70	14
3	Kehadiran	20	100	20	20	90	18	20	90	18
<b>JUMLAH</b>		<b>100</b>		<b>89</b>	<b>100</b>		<b>83</b>	<b>100</b>		<b>79</b>

Source: Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City.

**Table 2 Teacher Performance Value Standards**

No	Nilai (%)	Category
1.	92 – 100	Ferry well
2.	83 – 91	Good
3.	75 – 82	Pretty good
4.	60 – 74	Currently
5.	59 – down	Not good

Source: Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City.

Based on table 1, it can be concluded that there is a decrease in teacher performance at Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City. Furthermore, seen from the standard teacher performance scores in table 2, 2019 has a total score of 89% in the good category, then in 2020 it has decreased to 83% so that the total score becomes 83% in the good category. And in 2021 it has decreased again by 4% so that the total score becomes 79% in a fairly good category. The following can be seen from the greatest weight (work results) which has a weight of 20%, namely quality of work, quality of time and attendance. Based on the results of the table above, it can be seen from the results of the work, namely the first is found in the point of quality of work which has decreased every year.

The results of interviews with the vice principal in the curriculum field said that the decreased quality of work was caused by a lack of enthusiasm by the teachers in teaching, sometimes they only gave assignments, were not punctual in teaching, and were unable to improve the results of their students' grades.

Then the second is at the quality point of time which becomes more attention to the results of its performance which also decreases every year. The decrease in the quality of time is caused by the ineffectiveness of the time used, the teacher's delay in completing tasks that have been targeted by the school, less than optimal in the teaching and learning process due to inadequate existing work facilities that hinder the teaching and learning activities of teachers to their students. The impact that occurs is causing teaching hours to decrease, administrative work is not completed on time, the RPP target has been set so that it exceeds the predetermined limit. And it will also have an impact on students, namely a lack of understanding in each lesson and no development of values for students.

Then the results of an interview from one of the teachers also revealed that the decline in teacher performance occurred due to several things, namely: since the Covid-19 pandemic it has made it difficult for teachers who are clueless (technological failures) to understand teaching online/online, school delays in providing salaries to their teachers so that the teacher is less enthusiastic at work, lackreward or awards given to outstanding teachers, increased workload so that teachers are required to do

## Effect of Compensation and Work Facilities on Teacher Performance (Case Study at Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City)

double jobs, less lab space which often causes clashes with other classes, lack of lighting in the teacher's room, lack of space for cupboards in the office so there are still many unorganized files and unstable wifi network.

Performance is a set of results achieved and refers to the act of achieving and implementing a job requested. (Sinambela, 2016:481). Performance is the result of work in quality and quantity achieved by a person in carrying out their duties in accordance with the responsibilities given to them. (Mangkunegara, 2017: 67)

It can be concluded that performance is the result of someone's work that is achieved and seen from the quality, quantity, working time, and cooperation when carrying out work in accordance with the responsibilities that have been given to him. In improving teacher performance, fair and appropriate compensation is needed. Compensation is the remuneration provided for the contribution of teachers to the organization, both financial and non-financial. Compensation is what can determine teacher performance.

The problems that exist in Madrasah Ibtidaiyah Tarbiyatul Falah regarding compensation are such as salaries given past the set date, no incentives given if employees achieve *performance* the good, the lack *reward* or awards given to teachers who have achievements, holiday allowances are given differently because it is seen from the workload that has been achieved, and do not get other allowances except holiday allowances. With this condition of compensation making teachers feel unfair in giving compensation and causing teacher performance to decrease, then there are some teachers who are looking for other income outside of school.

Compensation is all income obtained as a reward for services in the form of money, goods, directly or indirectly. (Hasibuan, 2017:119). Compensation is a gift that is obtained by workers as remuneration for their work. Compensation is very meaningful for the organization, because it can reflect the strength of the organization in maintaining human resources. (Handoko, 2014:155)

It can be concluded that compensation is remuneration obtained as a form of work and what is obtained can be in the form of money or goods that are given directly or indirectly. Besides that, other factors that affect teacher performance are work facilities, with adequate work facilities it can make it easier for teachers to carry out their duties and responsibilities properly. So that it can improve the performance of the teacher.

Then the phenomenon of the problem is related to the work facilities in this school, namely several classes that do not have projectors, a lack of computer lab rooms that often cause clashes with other classes, unstable Wifi networks, lack of lighting in the teacher's room, lack of space for cupboards in the office so that there are still many files that are not neatly arranged, the prayer room is narrow and there are several damaged desks and blackboards.

Work facilities are everything that is used, used, occupied, and enjoyed by employees both in direct relationship with work and for the smooth running of work. (Munawirsyah, 2017:47). Work facilities are facilitating completing work in assisting employees by providing facilities and infrastructure so that they can improve their work. (Wahyuni, 2014:127)

It can be concluded that work facilities are everything that is provided and can be used, used, occupied, and enjoyed individually or in groups to facilitate the completion of work. Therefore, it can be concluded that compensation and work facilities greatly affect teacher performance. Therefore, with appropriate compensation and adequate work facilities, it can make it easier for each teacher to complete his work so that it creates a sense of comfort and enthusiasm for their work in achieving common goals.

Research conducted by (Lukiyana & Tualaka, 2016) entitled "The Influence of Compensation and Work Facilities on Teacher Performance (Case Study in Mission Kindergarten for the Nation of Sejakarta)" states that compensation has a positive and significant effect on teacher performance while work facilities have a negative and no effect significant effect on teacher performance.

Furthermore, research was conducted by (Fauziah, 2020) with the title "The Influence of Compensation and Work Discipline on Teacher Performance (Case Study at Madrasah Aliyah Al-Khairiyah School)" stating that compensation has a positive and significant effect on teacher performance.

Furthermore, the research conducted by (Heriati & Daulay, 2020) with the title "The Influence of the Work Environment, Work Facilities and Motivation on Teacher Performance at the Anhar Education Foundation, Wampu District, Langkat Regency" states that work facilities have a positive and significant effect on teacher performance.

The similarity of this research with previous research lies in both examining the effect of compensation and work facilities on teacher performance. While the difference is in the place of research, the number of samples and the time of research. Based on several previous studies, it is known that the research results obtained stated the same, namely a positive and significant effect. But there are also negative and insignificant results. Therefore, the authors are interested in further discussing and analyzing the

# Effect of Compensation and Work Facilities on Teacher Performance (Case Study at Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City)

core variables that are related to compensation and work facilities on teacher performance in a different object, namely Madrasah Ibtidaiyah Tarbiyatul Falah, whether they get the same research results or not.

Based on the various explanations of the background above, the writer is interested in further research, discussing and analyzing the research entitled "The Influence of Compensation and Work Facilities on Teacher Performance (Case Study at Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City)".

## FORMULATION OF THE PROBLEM

With the background described above, the research problem can be formulated as follows:

1. Does compensation affect the performance of Madrasah Ibtidaiyah Tarbiyatul Falah teachers in Bekasi City?
2. Do work facilities affect the performance of Madrasah Ibtidaiyah Tarbiyatul Falah teachers in Bekasi City?

## RESEARCH PURPOSES

Based on the background and formulation of the problem above, the objectives of this study are as follows:

1. To determine the effect of compensation on the performance of Madrasah Ibtidaiyah Tarbiyatul Falah teachers in Bekasi City.
2. To determine the effect of work facilities on the performance of Madrasah Ibtidaiyah Tarbiyatul Falah teachers in Bekasi City.

## LITERATURE REVIEW

### Theoretical Review

#### Human Resource Management

Human resource management is a science or art that studies how to organize human beings into workers who work in an organization or company. Human Resource Management is a planning, organizing, implementing and supervising the procurement, development, remuneration, integration, maintenance and segregation of labor to achieve organizational goals. (Mangkunegara, 2016:7)

## COMPENSATION

Compensation is remuneration that is obtained as a result of work and what is obtained can be in the form of money or goods that are given directly or indirectly. Compensation is remuneration that has been given for employee contributions to the company, both financial and non-financial. (Kasmir, 2016:233).

### Work Facilities

Work facilities are everything that is provided and can be used, used, occupied, and enjoyed individually or in groups to facilitate the completion of work. Work facilities are facilitating completing work in assisting employees by providing facilities and infrastructure so that they can improve their work. (Wahyuni, 2014:127)

### Thinking Framework

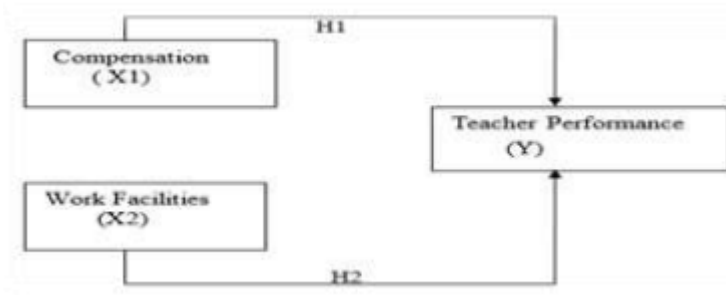


Figure 1 Thinking Framework

## INFORMATION:

H1: Compensation (X1) has an effect on teacher performance (Y)

H2: Work Facilities (X2) effect on teacher performance (Y)

# Effect of Compensation and Work Facilities on Teacher Performance (Case Study at Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City)

## Hypothesis

The hypothesis is defined as a conjecture that will be tested for truth or is a temporary answer to the researcher's questions. The hypothesis used in this study, namely:

H1: Compensation has an effect on the performance of Madrasah Ibtidaiyah Tarbiyatul Falah teachers.

H2: Work facilities affect the performance of Madrasah Ibtidaiyah Tarbiyatul Falah teachers.

## RESEARCH METHODS

### Population, Sample and Research Sampling

There are 33 teachers at the Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City. So this study used the sample used in this study using a saturated sample, which used as many as 33 teachers. Then the sample taken from the entire population is 33 teachers. The samples in this study were permanent teachers at the Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City. The number of employees of Madrasah Ibtidaiyah Tarbiyatul Falah Bekasi City, the sample of this study uses the saturated sample method. That is where the total number of teachers which will be used as a sample of 33 respondents.

This research uses techniques *nonprobability sample*, and the researcher will use the technique *total sampling*, what is meant by total sampling here is that the researcher uses the entire population as a sample, as expressed by (Sugiyono, 2014) "total sampling is a sampling technique when all members of the population are sampled".

### DATA COLLECTION TECHNIQUES

The data collection techniques in this study were: Primary data in this study used interviews and questionnaires which were distributed via Google form to teachers of Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City.

### DATA ANALYSIS METHOD

Before analyzing the relationship between the dependent and independent variables using a simple linear regression analysis. First do the testing the classic assumptions on the processed data are the normality test, multicollinearity test, heteroscedasticity test and autocorrelation test. Then for the next test, namely regression analysis, correlation analysis, f test, coefficient of determination, then for testing the hypothesis using the t test.

#### Classical Assumption Test of Normality Test

## RESULTS

Based on the results of the P-Plot test, it shows that the dots spread around the diagonal line and their distribution follows the diagonal line. So it can be stated that the normality test *probability-plot* the data is normally distributed. Based on the results *Kolmogorov sumirnovit* can be seen that the residuals are normally distributed because if the significance value is  $> 0.05$  then this study can be said to be normally distributed whereas if the significance value is  $< 0.05$  then this study is not normally distributed. In table 4.12 on the normality test results with *Kolmogorov-Sumirnov* can be seen from the Asymp value. Sig (2tailed) on compensation, work facilities, and teacher performance variables of  $0.200 > 0.05$ , it can be concluded that this research is normally distributed.

#### Multicollinearity Test Results

Based on the results of the multicollinearity test, it shows that the tolerance value is  $0.565 > 0.1$  and the VIF value is  $1.770 < 10$ . So it can be concluded that there is no multicollinearity.

#### Heteroscedasticity Test Results

Based on the results of the heteroscedasticity test, it shows that the dots do not form a specific pattern or there is no clear pattern and the dots spread above and below the number 0 (zero) on the Y axis. So it can be concluded that there was no heteroscedasticity in the test in this study.

#### Autocorrelation Test Results

From the results above, it can be concluded that the value obtained is in accordance with the criteria  $dU < dW < 4 - dU$  ( $1.5770 < 1.710 < 2.423$ ). So it can be concluded that there is no autocorrelation in this study.

## **Effect of Compensation and Work Facilities on Teacher Performance (Case Study at Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City)**

### **Regression Analysis**

Regression analysis testing was carried out using the SPSS 23 program to determine the positive / negative effects of the regression equation in this study.

### **Simple Regression Test Results**

#### **Compensation Simple Regression Test Results (X1) and Teacher Performance (Y)**

Based on the results of the simple regression test of teacher compensation and performance, the regression equation is obtained as follows:

$$Y = 30.742 + 0.465X1.$$

1. Constant value (a) = 30.742 as a constant value means that if the value of the compensation variable = 0, then the value of the teacher's performance variable does not change = 30.742.
2. The compensation value (b) = 0.465 means that if the compensation variable (X1) increases by one unit and the other variables are considered constant, then the teacher performance variable (Y) will increase by 0.465.

#### **Work Facility Simple Regression Test Results (X2) and Teacher Performance (Y)**

Based on the results of a simple regression test on work facilities and teacher performance, the regression equation is obtained as follows:

$$Y = 11,006 + 1,262X2.$$

1. Constant value (a) = 11.006 as a constant value means that if the value of the compensation variable = 0, then the value of the teacher performance variable does not change = 11.006.
2. The value of work facilities (b) = 1.262 means that if the work facility variable (X1) increases by one and the other variables are considered constant, then the teacher performance variable (Y) will increase by 1.262.

#### **Compensated Multiple Regression Test Results (X1), Work Facilities (X2) and Teacher Performance (Y)**

Based on the results of the multiple regression test of compensation, work facilities and teacher performance, the form of the regression equation is as follows:

$$Y = 10,145 + 0,037X1 + 1,217X2$$

1. Constant value (a) = 10.145 as a constant value which states that if there is no change in the value of compensation and work facilities then the value of the teacher's performance variable is 10.145.
2.  $b_1 = 0.037$  as the value of the regression coefficient X1 (compensation) means that for each additional score or value on the compensation variable, the teacher's performance will increase by 0.037 assuming X2 (work facilities) = 0 (zero).
3.  $b_2 = 1.217$  as the value of the regression coefficient X2 (work facilities) means that for each additional score or value on the work facility variable, the teacher's performance will increase by 1.217 assuming X1 (compensation) = 0 (zero).

### **Correlation Analysis and Coefficient of Determination**

#### **Simple Correlation Test Results and Coefficient of Determination**

##### **Simple Correlation Test Results and the Coefficient of Determination X1 and Y**

Based on the results of a simple correlation test of compensation for teacher performance, the correlation value (r) obtained is 0.592, which means it has a moderate and positive relationship. And the R value<sup>2</sup> (R Square) of 0.350 or 35.0%. This shows a contribution of 35.0%.

##### **Correlation Test Results Simple Correlation and Coefficient of Determination X2 and Y**

Based on the results of a simple correlation test of work facilities on teacher performance, the correlation value (r) obtained is 0.857, which means that it has a very strong and positive relationship. And the R value<sup>2</sup> (R Square) of 0.735 or 73.5%. This shows a contribution of 75.3%.

##### **Multiple Correlation Test Results and the Coefficient of Determination X1, X2 and Y**

Based on the results of the multiple correlation test of compensation and work facilities on teacher performance, the correlation value (r) obtained is 0.858, which means that it has a very strong and positive relationship. And the R value<sup>2</sup> (R Square) of 0.736 or 73.6%. This shows a contribution of 75.6%

# Effect of Compensation and Work Facilities on Teacher Performance (Case Study at Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City)

## Model Feasibility Test

### Uji F

Based on the results of the F test, it can be seen that the sig value is  $0.000 < \alpha 0.05$  and the F value  $count41,914 > Ftable3.32$  it can be concluded that the variables of compensation, work facilities and teacher performance can be used in this study.

### Hypothesis testing

#### T test (partial)

#### Compensation T Test Results (X1) Against Teacher Performance (Y)

Table 3 TX Test Results1 and Y

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	30,742	9,000		3,416	,002
	Kompensasi	,465	,114	,592	4,089	,000

a. Dependent Variable: Kinerja Guru

Source: SPSS Data Processing Results, 2022

Based on table 3 the t test results obtained by the value of  $tcount4.089$  and a significant level value of  $0.000$ . This shows that compensation with a significant value of  $0.000 < 0.05$  and  $tvaluecount4,089 > ttable1.697$  (obtained from ttable), thus  $H_0$  is rejected and  $H_a$  is accepted. So it can be concluded that the compensation variable (X1) positive and significant effect on teacher performance (Y).

#### Work Facility T Test Results (X2) Against Teacher Performance (Y)

Table 4 T test results (X2) and (Y)

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,006	6,103		1,804	,081
	Fasilitas Kerja	1,262	,136	,857	9,278	,000

a. Dependent Variable: Kinerja Guru

Source: Results of SPSS Data Processing, 2022

Based on table 4 t test results obtained  $tvaluecount9.278$  and a significant level value of  $0.000$ . This shows that compensation with a significant value of  $0.000 < 0.05$  and  $tvaluecount9,278 > ttable1.697$  (obtained from table), thus  $H_0$  is rejected and  $H_a$  is accepted. So it can be concluded that the work facility variable (X2) positive and significant effect on teacher performance (Y).

## DISCUSSION

This research was conducted to determine the results of the positive influence of compensation and work facilities on teacher performance variables. This research was conducted at the Madrasah Ibtidaiyah Tarbiyatul Falah with the number of respondents in this study as many as 33 teacher respondents who were permanent teachers at Madrasah Ibtidaiyah Tarbiyatul Falah.

### Effect of Compensation on Teacher Performance

It can be concluded based on the results of research on theoretical presentations and previous research that this research is in line, namely the effect of compensation on teacher performance has a positive and significant effect. Compensation is a reward for services received by teachers for their work that can be used to influence teachers so that organizational goals can be realized.

## Effect of Compensation and Work Facilities on Teacher Performance (Case Study at Madrasah Ibtidaiyah Tarbiyatul Falah, Bekasi City)

With teachers who have fair and proper compensation in accordance with their performance, they will be more enthusiastic at work and can improve their performance.

### The Influence of Work Facilities on Teacher Performance

It can be concluded based on the results of research on theoretical presentations and previous research that this research is in line, namely the effect of work facilities on teacher performance has a positive and significant effect. This can mean that if the work facilities provided are adequate and easy to use, it can make the teacher feel more enthusiastic about completing his work so that the teacher's performance will increase.

### The knot

1. Compensation has a positive and significant impact on the performance of Madrasah Ibtidaiyah Tarbiyatul Falah teachers in Bekasi City.
2. Work facilities have a positive and significant effect on the performance of Madrasah Ibtidaiyah Tarbiyatul Falah teachers in Bekasi City.

### Suggestion

For Madrasah Ibtidaiyah Tarbiyatul Falah schools in Bekasi City.

1. Can provide fair compensation and in accordance with the results of their work in order to increase the enthusiasm of teachers at work so that the resulting performance also increases.
2. Provide adequate work facilities so as to facilitate teachers in completing their work responsibilities in a timely manner and produce good performance.
3. Providing training aimed at increasing teacher professionalism in developing skills in teaching and being able to improve teacher performance.

## REFERENCES

- 1) Ahmad, F. (2021). The Influence of Work Discipline, Motivation, and Compensation on Teacher Performance at SMK Yuppentek 1 Tangerang. *Mercubuana University*.
- 2) Fauziah, N.A. (2020). The Effect of Compensation and Work Discipline on Teacher Performance (Case Study at Madrasah Aliyah Al-Khairiyah School). *As-Shafi'iyah Islamic University*.
- 3) Hamali, A.Y. (2018). *Understanding Human Resources*. CAPS. Handoko. (2014). *Personnel Management and Human Resources*. BPFE.
- 4) Hasibuan, M.S. (2014). *Human Resource Management (Prints to)*. Script Earth. Hasibuan, M.S. (2017). *Management: Basics, Understanding, and Problems (Revised Edition)*. Script Earth.
- 5) Paisley. (2016). *Human Resource Management*. PT. King of Grafindo Persada. Lukiyana, & Tualaka, D. S. (2016). The Effect of Compensation and Work Facilities on Teacher Performance with Work Discipline as an Intervening Variable in Mission Kindergarten for the Sejakarta Nation. *International & National Online Journal*, 3(2), 33–45. <http://journal.uta45jakarta.ac.id/index.php/MSE/article/view/562>
- 6) Mangkunegara, A. . A. P. (2013). *Human Resource Management*. Rosdakarya youth.
- 7) Masram. (2017). *Professional Resource Management*. They hold each other.
- 8) Moenir. (2016). *Personnel Management and Relations within the Company*. Mander Forward.
- 9) Munawirsyah, I. (2017). The Effect of Job Satisfaction and Work Facilities on Work Motivation and Their Impact on the Performance of Non-Medical Employees at the Regional General Hospital in Subulussalam City. *Journal of Business Administration*, 44–51.
- 10) Sinambela, L. P. (2016). *Human Resource Management (PE mold)*. PT Bumi Aksara.
- 11) Sutrisno, E. (2016). *Human Resource Management (Prints to)*. Kencana Prenada Media Group.
- 12) Widodo. (2016). *Development of Human Resource Management*. Student Library.
- 13) Widodo. (2017). *Research Methodology, Popular and Practical*. PT. King of Grafindo Persada.



There is an Open Access article, distributed under the term of the Creative Commons Attribution – Non Commercial 4.0 International (CC BY-NC 4.0 (<https://creativecommons.org/licenses/by-nc/4.0/>)), which permits remixing, adapting and building upon the work for non-commercial use, provided the original work is properly cited.