

## **Research Article**

# **THE INFLUENCE OF TEACHERS 'CRAFT AND TEACHER HOLISTIC ABILITY TO TEACHERS' PERFORMANCE IN CHRISTIAN SCHOOLS OF RAFFLES BEAUTIFUL HOSPITAL ACADEMIC YEAR 2018-2019**

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## **ABSTRACT**

This study aims to determine the effect of teachers 'craft and teacher's holistic abilities on teachers' performance, with independent variables namely: Teachers 'Craft (X1), Teacher's Holistic Ability (X2), and the dependent variable Teachers' Performance (Y).

This research was conducted at Raffles Pondok Indah I and II Schools during March-June 2019. The population and sample of this study were all Raffles School teachers totaling 75 teachers with saturated sampling techniques. The research instrument was a questionnaire that met the requirements of validity and reliability using the Likert 1-4 model. Data analysis used simple correlation, multiple correlation, and multiple regression tests at the significance level of alpha 0.05 using SPSS version 24.

Based on data analysis, the correlation coefficient between X1 and Y was 0.298 and significant at the 0.05 level, while the correlation coefficient between X1 and X2 with Y was 0.130 and significant at the 0.05 level. Then the regression analysis is obtained by the regression equation between X1 and Y, namely  $Y = 61,184 + 0.247X1$ . The regression equation between X2 and Y is  $Y = 3,319 + 0.021 X2$  and the multiple regression equation between X1 and X2 with Y is  $Y = 36,640 + 0.134 X1 + 0.051 X2$ .

The results of this study conclude that 1) there is a positive and less significant influence between teachers 'craft and teachers' performance; 2) there is a positive and less significant influence between the holistic abilities of teachers and teachers' performance; 3) there is a positive and slightly significant effect between teachers 'craft and teacher's holistic abilities together with teachers' performance.

*Keywords: teachers 'craft, teacher's holistic ability, teachers' performance*

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## **Introduction:**

The times are very rapid in all aspects in various parts of the earth. According to some experts, humans have 4 basic existences, namely: art, religion, philosophy, and science. All four go along with the development of human history. Art as a field that bases itself on "beauty" has a significant role in the process of human education. In Greece since several centuries before Christ, art has entered into educational activities. Beauty as a basic element of art is used in art education

as a means of increasing intellectual and catharsis / purification of the soul (Sunarto 2017: 5).

In terms of intellectual improvement, creativity is needed, it is said that: Creativity refers to the ability to combine ideas in unique ways or to make unusual associations between ideas. A creative organization develops unique ways of working or novel solutions to Problems (Robbins cs, 2016: 228).

In this globalization era even the world is entering a phase of revolution or a wave of industrial revolution 5.0 even 6.0 based on physical-cyber systems has come so fast and simultaneously in almost every country in the world (Tampubolon, Manahan. 2019)., Industrial revolution 5.0 is labeled as an industrial revolution fourth, three dimensions namely digital, physical, and biological. That was the content of the remarks of Indonesian President Joko Widodo to the National Serahsehan of the DPD RI, Friday 17 November 2017. The existence of this revolution has given rise to new jobs that five or ten years ago did not exist at all, but in the next five or ten years, jobs would be predicted to emerge new which currently does not exist.

Performance is an achievement that shows an activity or implementation task which is charged. Performance or performance of education and training institutions / services is the work that can be achieved by employees. Performance is very closely related to individual performance with organizational performance, thus it can be said that good employee performance is shown with high skills, and the willingness of employees to work according to the salary or wages contained in the agreement and have more hopes and future. well. Similarly, the performance of teachers is basically the quality of teacher performance is very necessary because teachers are the front guard who often face to face and touch with students. The performance results of a teacher should change from time to time in a certain period from past, present, and future because performance is defined as a record of the results obtained through certain job functions or activities during a certain time period. Performance is defined as the record of outcomes produced on a specified job function or activity during a specified time period, (Bernardin and Russel, 1993: 378).

From the overall expert reference, it was concluded that performance is an act of the teacher who experiences changes from time to time and undergoes transformation both in teacher discipline such as attendance, work ethic, efficiency, and effectiveness of learning (capacity of transformation of knowledge to students), teacher's exemplary in speaking , behave, and behave, as well as in motivating student learning. This is part of the application of the competencies that teachers must have in realizing teacher performance in order to get the best performance and become an exemplary teacher for students, fellow colleagues, non-educational staff, and leaders who work within the school.

Creative thinking is something that is done outside of standards and produces a work or creativity from the skills possessed, According to James J. Gallagher in Yeni Rachmawati (2005: 15) says that "Creativity is a mental process by which individual crates new ideas or products, or recombines existing ideas and products, in fashion that is novel to him or her. Usually we know something only if we understand it, we understand, only if we can explain it to ourselves in our own terms. This strategy offers a more free approach, derived from research on learning and creativity According to Roger Schank, professor of psychology at Yale University there are nine basic principles of creative thinking: a. Get all the data - before deciding on an answer. b. Classify- and find new classifications. c. Generalize to get

new views, ideas and solutions. d. Explain beyond the standard of thinking of people. e. Looking for what is not understood. f. Apply what you learned before. g. Reject standard wisdom. h. Let the mind wander. i. Give yourself permission to fail.

Thus based on the references and experts above it can be concluded that a teacher who thinks creatively is competent, in addition to being able to integrate one subject into various aspects of holistic student life, teachers are required not only to be academically smart from overseas graduates or hold degrees high but must be able to make interesting packaging in teaching not the traditional or remembering the memory of the past teacher but the teacher must create creative learning by looking at phenomena that occur and keep abreast of the times so that students are not bored and enthusiastic in learning.

The holistic ability of teachers in schools is also an indicator of success in their profession, because in addition to the knowledge being taught or the disciplines they carry and skills in school management, teachers must also recognize the psychology and character of students because it is the attitude and character of students during interaction with the teacher which determines the process of teaching and learning in schools. In the classic Murray book (1951: 276) "... The most important thing to know about an individual is his anger, activities, whether mental, verbal, or physical "as well as taxonomic expressions that the classification is carried out diligently and deeply about the elements of human behavior in terms of factors determining factor or motives behind Ratih Zimer (2011: 16). The holistic term in English is "whole" which means overall. In addition, the term holistic is also taken from the words heal (healing) and health (health). Etymologically it has the same root word as whole. From a philosophical point of view holistic education is an educational philosophy that departs from the thought that basically an individual can find identity, meaning and purpose in life through his relationship with society, the environment, and human values such as compassion and peace.

Thus based on the experts who explained as a whole from the above holistic ability references it can be concluded that the application of holistic abilities can foster the character of the teacher and the highest emerging character is discipline and responsibility in organizing. Education in order to prepare emotionally, intellectually and spiritually balanced, better character and holistic education that aims to help develop various individual student potentials in a more pleasant, democratic and humanistic learning environment through experiences in interacting with their environment.

Based on the description above, the problem can be formulated above. There are several questions that have been clearly formulated, structured and do not have multiple meanings as below:

1. Can teacher's craft influence teacher performance at Raffles Pondok Indah School?
2. Can the holistic abilities of teachers influence teacher performance at Raffles Pondok Indah School?
3. Can teacher's craft and teacher's holistic ability jointly influence teacher performance at Raffles Pondok Indah school?

## **Research Methodology**

The sampling technique used in this study is the Nonprobability Sampling technique, which is using Saturated Sampling. Nonprobability Sampling or saturated sampling is a sample that represents the population. Usually done if the population is considered small or less than 100 or more is called total sampling (Amos Neolaka,

2016: 97). Saturated sampling is a sampling technique when all members of a population are used as a sample. This technique can be used if you want to make generalizations with very small errors (Sugiyono, 2011: 85) Another term for saturated samples.

Following are the number of teachers who teach at Raffles School Campus I and II who have participated in the teachers' training. The number of teachers who sampled 75 people (Kindergarten Teachers = 15, Elementary Teachers = 25, Middle School Teachers = 15, High School Teachers = 20)

## Results and Discussion

The path calculation is divided into 3(three) sub-structures namely: The effect of teachers craft (X1), *teacher's holistic abilities* (X2), on *Teachers' Performance* (Y).

Calculation of path coefficient for Substructure 1 (one). The results of Substructure 1 (one) calculation can be seen in Table 1.1. under:

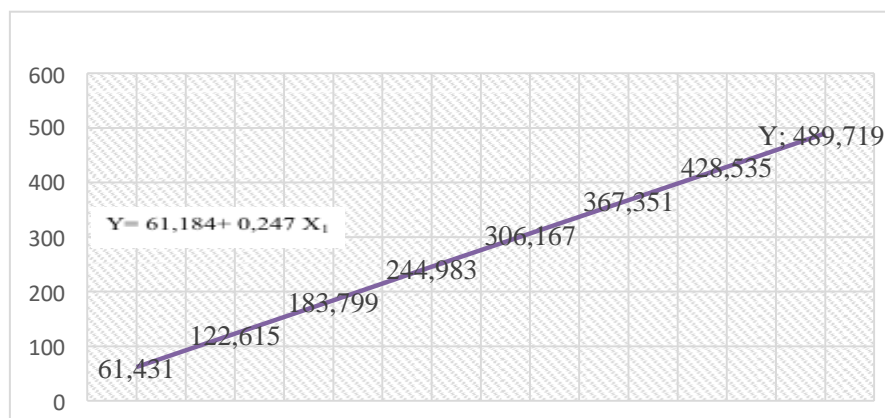
**Table 1.1. Path Coefficien Substructure 1 (one)**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	61.184	7.968		7.679	.000
	X1 (Teachers' Craft)	.247	.150	.189	1.647	.104

a. Dependent Variable: Y (Teachers' Performance)

The regression equation obtained between X1 (Teachers's Craft) and Y (Teachers' Performance) is  $Y = 61, 184 + 0.247 X_1$ . From the calculation results obtained by the regression coefficient of 0.247 and a constant 61, 184 which means that every increase of one variable score X1 will raise the Y variable score by 0, 247 on the constants 61, 184. This change is an increase because  $\beta$  is positive. So the shape of the influence of variables X1 and Y based on the regression model is significant (0,000) and positive. For more details can be seen from the following graph:

**Figure 1.1. Regression  $Y = 61, 184 + 0.247 X_1$ .**



Calculation of path coefficient for Substructure 2 (two). The results of Substructure 2 (two) calculations can be seen in Table 1.2 below:

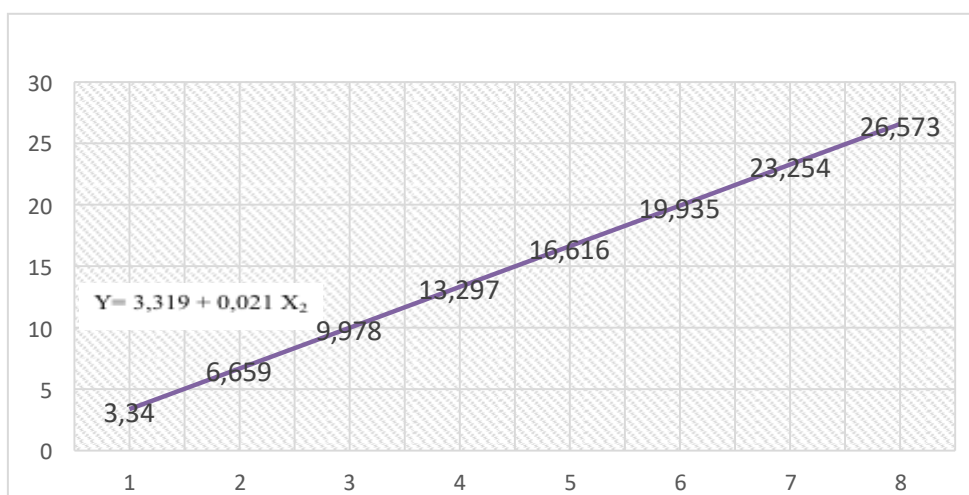
**Table 1.2. Path Coefficient Substructural 2 (two)**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.319	.447		7.427	.000
	X2 (Teacher's holistic abilities)	.021	.132	.019	.159	.874

a. Dependent Variable: Y (Teachers' Performance)

The regression equation between (X2) Teacher's Holistic Ability and Y (Teachers' Performance) is  $Y = 3.319 + 0.021 X_2$ . From the calculation results obtained by the regression coefficient of 1 and a constant 3,319 which means that every increase in one score of variable X2 will raise the Y variable score of 1 to a constant of 3,319 This change is an increase because  $\beta$  is positive. So the shape of the influence of variables X2 and Y based on a significant regression model (0.000) is positive. For more details can be seen from the following graph:

**Figure 1.2. Regression  $Y = 3.319 + 0.021X_2$ .**



Calculation of path coefficient for Substructure 3 (three). The results of Substructure 3 (three) calculations can be seen in Table 1.3 below:

**Table 1.3. Path Coefficient Substructure 3 (three)**

Coefficients <sup>a</sup>					
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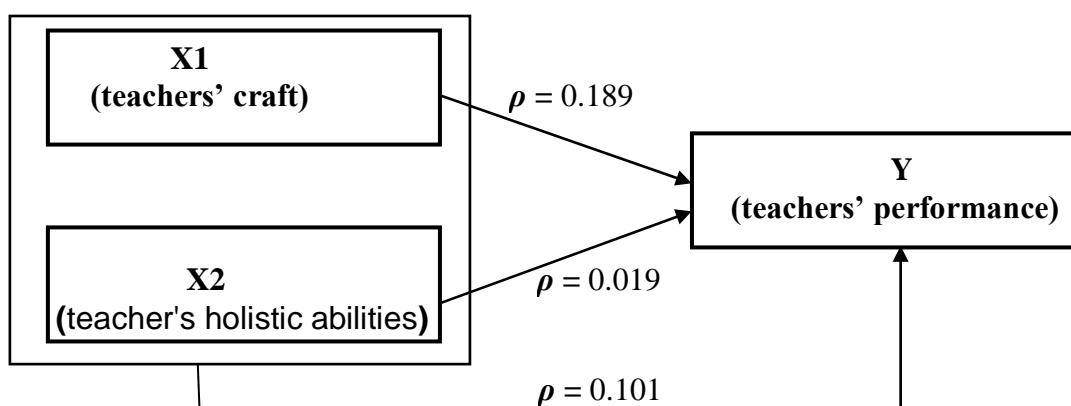
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	36.640	5.506		6.654	.000
	X1 (Teachers' Craft)	.134	.125	.128	1.071	.288
	X2 (Kemampuan Holistik Guru)	.051	.135	.045	.374	.709

a. Dependent Variable: Teachers' Performance (Y)

Based on the above table it can be concluded that X1 (teachers' craft) and X2 (teacher's holistic abilities) together with Y (teachers' performance) produce a significant regression coefficient (0,000) and positive. Thus the influence between X1 (teachers' craft) and X2 (teacher's holistic abilities). Together, the regression equation  $Y = 36,640 + 0,134 X1 + 0,051 X2$  is propagated.

The final theoretic model is illustrated below.

**Gambar 1.3: Model Teoretik**



**Table 1.4. Correlations X1, X2 together with Y**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	118,683	2	59,341	,619	,541 <sup>b</sup>
	Residual	6898,437	72	95,812		
	Total	7017,120	74			

a. Dependent Variable: Teachers' Performance

b. Predictors: (Constant), Kemampuan Holistik Guru, Teachers' Craft

Based on the calculation above, the Fcount value of 0.619 and F distribution table obtained Ftable of 1.53 at a significant level of 0.05 and the Fcount of 0.619. This shows that Fcount is greater than Ftable, which means that there is a positive and significant influence between the holistic ability of teachers and teachers' craft together with teachers' performance.

### Conclusion

From the calculation results obtained, the following conclusions can be drawn:

1. There is a positive and significant effect between variable X1 (teachers' craft), and Y (teachers' performance).

Ho:  $\beta_1 \leq 0$

H1:  $\beta_1 > 0$

This is indicated by the calculated t value of 41.674 and then obtained a correlation coefficient ( $r_{y1}$ ) of 0.298, which means the correlation is positive and strong enough, the coefficient of determination ( $r^2_{y1}$ ) of 17% and the regression equation  $Y = 61,184 + 0,247X_1$ .

2. There is a positive and significant relationship between ( $X_2$ ) holistic abilities of teachers and ( $Y$ ) teachers' performance.

Ho:  $\beta_2 \leq 0$

H1:  $\beta_2 > 0$

This is indicated by the calculated t value of 0.159 and then obtained a correlation coefficient ( $r_{y1}$ ) of 0.853 which means the correlation is positive and strong enough, the coefficient of determination ( $r^2_{y1}$ ) of 16% and the regression equation  $Y = 3.319 + 0.021X_2$ .

3. There is a less positive and significant relationship between ( $X_1$ ) teachers' craft and ( $X_2$ ) holistic abilities of teachers together with ( $Y$ ) teachers' performance.

Ho:  $\beta_3 \leq 0$

H1:  $\beta_3 > 0$

This is indicated by the calculated F value of 0.619. Then a multiple correlation coefficient ( $r_{y12}$ ) of 0.130 is obtained. which means the correlation is positive, while the coefficient of determination ( $r^2_{y12}$ ) is 10% and the regression equation  $Y = 36.640 + 0.134 X_1 + 0.051 X_2$ .

### Implication

1. Empirical evidence shows that teachers' performance is slightly influenced by the brand or product of teachers' training called teachers' craft. This shows that teachers are too professional so that technical matters like this are not so influential, there is the biggest factor influencing teacher performance. haven't been studied.
2. Empirical evidence shows that teachers' performance is slightly influenced by the teacher's moral ability. This shows that teachers are already too professional so that holistic abilities are commonplace and this is not so influential, there are other factors that affect teacher performance that have not been studied.
3. Empirical evidence shows that teachers' craft together with the holistic ability of teachers influences teachers' performance, This shows that teachers are too professional so that holistic and craft abilities are commonplace so that other factors that affect teacher performance have not been studied must be further developed.

### Suggestion

After concluding and making implications based on research and supported by existing theories, the researcher tries to provide input and suggestions as follows:

1. For schools it is possible to provide democratic learning both to teachers and students with existing facilities but to be controlled so as to create creations that develop and create a new creativity and discovery to answer the demands of the changing times in all aspects so that teachers can direct everything existing abilities and comfortable with other teachers so as not to cause adverse competition and result in students.
2. For teachers, can continue to develop the potential that exists both learning creativity to holistic abilities so as to make students and parents feel satisfied with

academic services and school management and make student psychology better and more directed.

3. For researchers, who want to know the effect of teachers' craft and holistic abilities of teachers on teachers' performance more deeply, can add samples or examine schools and in the future can find out other variables or factors that can affect teachers' performance in the future through the results of subsequent studies so that schools can get good output in order to create quality graduates or outcomes to the world class such as the vision and mission that has been revealed on the previous introduction page.

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