

The Effect of Certification Allowances and Commitment to Tasks on Teacher Work Performance

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ABSTRACT

This research aims to test 1) Whether or not there is an influence of allowances certification of teacher work performance at Bitung City State Middle School, 2) Whether there is or not The influence of commitment to tasks on teacher work performance in Bitung City State Middle School, 3) There is or No influence allowance certification And commitment on task to Performance Work In Bitung City State Middle School. Study This uses the quantitative method. Collection data were collected with a questionnaire and documentation. Data was analyzed descriptively using the SPSS version 16 for the Windows program. From the results, research can be concluded that 1) There is an influence of certification allowance (X 1) on work performance (Y), 2) There is an influence of commitment to the task (X 2) on teacher work performance (Y), and 3) There is an influence of certification (X 1), and commitment to the task (X 2) on teacher work performance (Y) at Bitung City State Middle School. The deep implications of this research are: 1) Teacher certification is a program where teachers will be monitored and tested periodically using tool tests that have been set by the government. Certification Teacher will create a capable source Power teacher, which is better. 2) Commitment to the duties of each teacher is significant because, with commitment, a teacher can become more responsible for his job. Teachers who own something committed will Work in a way optimal so that they can pour out attention, thought, power, and time for their work so that what he has done follows what is expected by the school. 3) Teacher work performance is a contribution made by a person teachers towards their duties and functions through the totality of their abilities For reach national education goals.

Keywords: allowance certification, commitment to a task, performance Work

INTRODUCTION

The certification policy for teachers and lecturers is indeed a strategic step for improving the quality of education in Indonesia. By formal law, Republic Indonesia Number 20 the Year 2003 about System Education National, Law Invite Republic Indonesia Number 14 the Year 2005 about Teacher And Lecturer And Regulation Government Number 19 the year 2005 about Standard National Education states that teachers are professionals. As a professional, a teacher requires their qualification academic S-1 (Level One) or D-4 (diploma four) in fields relevant to the subjects taught and mastered competence as a learning agent. Related to certification Teacher, the government thinks about the well-being of Teachers as one of the consequences that the government must bear in connection with teacher certification, then 20% of the State Revenue and Expenditure Budget (APBN) is earmarked for education as mandated in the amendment Constitution Base 1945 And stated in chapter 49 Act No 20 Year 2003 about National Education System. Considering the role of teachers in the educational process is important, so that very expected Teachers can operate task And obligation following the demands of his profession. As a profession, professionalism is something Which must filled by teachers.

Professionalism is a logical consequence of the teaching profession. It means every Teacher must be able to do, say, and behave as a professional all the consequences that he must bear (Saroni, 2011). This is listed in the Constitution Republic Indonesia Number 14 Year 2005 about Teacher The lecturer in Article 1 has also mentioned that teachers are professional educators with the main task of educating, teaching, guiding, directing, training, assessing, and evaluating students in early childhood education, formal education pathways, education primary, and secondary education. Teacher Certification is Wrong, from the attention of the government to the existence of teachers as a resource that influences the continuity of education at school. The government of the Republic of Indonesia, through the Ministry of National Education, started to organize a program for certification Teachers in 2007 to determine the suitability of teachers to carry out their duties as professional educators, increase process And results learning, increase well-being Teachers, increase the dignity of teachers, and increase teacher professionalism (Depdiknas, 2009). Teacher certification programs provide high expectations because, in the future, Teachers can show professionalism. Work For produce output (graduate) education quality.

In Law of the Republic of Indonesia, Number 14 of 2005 concerning Teachers And Lecturer mentioned several provisions about certification Teacher that is as follows: Article 1 Paragraph 11: certification is the process of granting educator certificates to teachers and lecturers. Article 8 states that teachers are required to have academic qualifications, competency, educator certificate, be physically and mentally healthy, and have the ability to realize national education goals. Article 11, paragraph 1 mentions certificates educators, as intended in Chapter 8, given to Teachers Which have

fulfilling conditions. Chapter 16: The government gives allowance profession to Teacher who already has an educator certificate appointed by the education provider and/or education units held by society.

At Bitung City State Middle School amount, teachers who obtain certification that is as many as 20 people, or 55% of the existing teachers. Most of the teachers are certified and receive a professional allowance of 100% of the basic salary, and teacher performance increases. If we look at the results of the National Examination (UN), the average UN score for class XII students has not yet experienced a significant increase. It is explicitly stated that the factors that influence the successful process of learning in class are teacher competence, learning methods used, curriculum, facilities, and infrastructure, as well as environment learning a Good environment is natural, social, And cultural. It can interpreted here that the environment of social learning in class or school (office Teacher And staff system business) has influenced Good directly or not directly to the process of Study teaching. The teacher's work performance will be good if the teacher has carried out the elements it consists of, from faithfulness And commitment to task teaching, control And developing material lessons, discipline in teaching And tasking others, creativity in the implementation of teaching, collaboration with all school members, leadership that is a role model for students, good personality, honest and objective in guide student, as well as not quite enough answer to his task. The task of the head school as a manager is to evaluate the performance of Teachers. This assessment is important to carry out considering its function as a motivational tool for leaders to teachers and teachers themselves.

The success of an educational institution is influenced by the presence of teachers in that school. Teacher professionalism in the sense of high teacher work commitment Working also contributes to learning success. Temporary Teacher commitment will grow if teachers feel their job satisfaction is fulfilled. If Job satisfaction occurs in teachers, so they will be encouraged to work harder and try to make the organization grow. Based on this, the researcher is very interested in knowing how much certification can affect the commitment and satisfaction of Work Teachers. Because commitment And satisfaction Work in self a Teacher very determine its performance for successful education. An overview of teachers' work performance can be seen from various results and studies on the impact of teacher certification. Results of a study conducted by the Directorate General of Educator Quality Improvement and Education Personnel (PMPTK) in 2018 show that teachers who have follow (getaway) certification it turns out No as well as immediately show enhanced performance work, even though they pass the certification, the average teacher competency score is in the range of 52-64 percent. The study also found that teachers' motivation to immediately take certification not merely to increase competence but rather to be more prominent is motivation financial form allowance profession. Findings of other results survey carried out by the Union Teacher Republic Indonesia (PGRI) about the impact of the certification teacher profession on teacher performance shows that the teacher's work performance has been a getaway but still not certified satisfying.

High work motivation is shown by teachers at various levels of education that has not yet passed certification, with the hope of getting certification soon along with the professional allowance. In addition, increased work performance is expected from Teachers who have already certified change

patterns. Work, motivation Work, learning, or self-improvement is considered to remain the same or only a little. Teacher-certified teachers are starting to be reluctant to take part in academic activities to support increased professionalism Teacher. Based on exposure, it turns out there are several constraints faced in implementation certification for Teachers, Which long has been enforced in Indonesia. These phenomena are interesting to research, so this research was carried out To know more about the Influence of Allowance Certification Teacher And Commitment on Task towards Achievement Work in Bitung City State Middle School.

RELATED WORKS

Allowance certification Teacher

Certification is a means or instrument to achieve a goal, not a goal itself. There needs to be awareness and understanding from all parties that certification is a means to quality. Likewise, if teachers take the certification, the objective is not to Forget the allowance profession but To show that Those concerned have their competence as required in teacher competency standards. Professional benefits are a logical consequence Which join exists ability Which intended. With realize matter This so Teacher No will look for road other To use obtain certificate profession except prepare yourself by studying properly to face certification. Based on these, so certification will have a positive impact, that is, increasing the quality of Teachers.

Certification, according to Marcellus (2011), is the process of giving a certificate to a particular object (person, thing, or organization), which indicates that Certain objects are worthy or following certain criteria or standards. In this case, Certification is defined as a guarantee of quality to the user of the object. The teacher is someone who is on duty and provides services to the community in the field of education (school organizations), so there needs to be proof or feasibility tests.

Related to this, the National Commission on Educational Services (Mulyasa, 2013) provides a general understanding of teacher certification, Certification is a procedure in how the state evaluates and reviews a teacher's candidate's credentials and provides him or her a license to teach. This definition implies that certification is a series procedure To determine is a Teacher worthy given permission And authority To teach. Activity certification profession Teacher covers enhancement qualification And test competence. Test competence done through test written For test competence professional And pedagogy, And evaluation performance For test competence social and personality.

Opinion other Also stated by Masnur Muslich (2009), certification is the process of granting educator certificates to teachers who have met the requirements certain, Which own qualification academic, competence, Healthy physical, And spiritual as well as can realize national education goals, which is accompanied by enhancement well-being Which worthy. Target's main program certification

is to make Teachers educators professionals Whose own performance is good. So, they can produce high-quality human resources because they are involved directly in the process of education.

Commitment to task

Commitment can be said to be a promise to yourself to get a price for finishing a task That has been given. So from That, when somebody Already promises, then there is no reason not to keep it. He will do everything that matters To fulfill his promise. Will, but It needs to be remembered that The way to get commitment value is to stick to existing procedures. In a sense, On the other hand, commitment is the conformity of spoken words with the heart that moves with it with concrete actions to get maximum results from the promise. So, Commitment is not just a feeling of loyalty or devotion but about what is done For loyalty and devotion.

The term commitment has various definitions and methods of measurement. Greenberg (2011) suggests that commitment is the extent to which an individual identifies and is involved with his or her organization and/or is unwilling to leave it. In matter, This commitment describes how much somebody identifies And involves self in his organization And desires For still stay in that organization. In line with this definition, Colquitt, Lepine & Wesson (2015) suggest that commitment is the desire on the part of an employee to remain a member of the organization. This definition shows that commitment is a desire for somebody (member) To still become part from organization. Desire is the means that exists willingness from somebody To do anything for the organization. In line with this, Kreitner & Kinicki (2013) say commitment is an agreement to do something for yourself, another individual, a group, or an organization. Matter This means that commitment is an agreement in oneself to do something good for oneself, others, a group, or an organization. Commitment has become important in the era Now, Because of the trend, the young generation's all-around instant commitment to an organization is relatively quick.

Based on several definitions, several matters interpret something as a commitment that is awareness, desire, And agreement in self someone to make serious efforts as a form of involvement in the organization and maintaining membership in the organization. Commitment is an orientation connection between somebody And his organization. Orientation connection is the result of somebody (member organization) being willing to give something, and something given reflects his support for the achievement of organizational goals. A teacher is someone who must be dedicated to the field of education. In a smaller scope, a teacher's dedication is to an organization, the school where he is Working.

Performance Work Teacher

Performance Work is called performance or, in Language English, called Performance. In principle, there are other terms that better describe achievement in Language English, that is, say, Achievements. But Because they originate from "to achieve," which means "to achieve," it is often interpreted in Indonesian as an achievement or " What Which achieved." As expressed by

Mangkunegara (2009), performance Work results from Work in a way quality And quantity achieved by an employee in carrying out his duties in accordance, not quite enough answers are given to her. With thereby somebody said achievement Work If seen results work/performance following objective company.

Furthermore, according to Ridwan (2014), Work performance is a result of work achieved by a person in carrying out the tasks assigned to him, which is based on skill, experience, seriousness, and time. Work performance is very important for an organization because of achievement. Work reflects results That have been achieved by employees during Work in an organization. From several previous opinions, it can be concluded that work performance is success or results achieved by somebody in carrying out work following responsibility, skills, experience, seriousness, as well as time given to him and must ensure answer the result.

METHODS

This type of research uses a quantitative approach. Quantitative research is something type of study That uses the principle deductive-inductive. Approach This leave from something framework theory, idea para expert, nor understanding researcher based on experience, then developed become problems and their solutions proposed to obtain justification (verification) or evaluation in form support data empirical in the field. The research design used in this research is analytical description research. Method cross-sectional approach, i.e., research to study the cause and effect relationship between two variables in a situation or group subjects conducted to see the relationship between variables Which One with Which other, with a method of approach, observation or collection data at a time in that time simultaneously.

Research sample

The sample is part of the elements population That wants to be researched. As for the idea, the basis of sampling is that by selecting part of the elements, Population elements can record the general trend of the variable. Technique sampling is the technique of taking samples in a study. In where Which used on study This is technique simple random sampling, matter This possible every unit's sampling as element population obtain opportunity Which the same as being a sample. The author uses a simple random sampling technique because that becomes the population in this study is not too large, namely with sampling as many as 51 people. Matter This can be seen in Table 1.

Table 1. Sample Study.

No	Name School	Amount Teacher
1	Junior High School State 1 Butung	18

2	Junior High School State 2 Bitung	18
3	Junior High School State 3 Bitung	15
Total		51

Technique Data Collection

Collection data was collected with the use of a questionnaire (questionnaire) And documentation. The questionnaire used by the researcher as an instrument study is with questionnaire closed. Instruments questionnaires must measure the validity And reliability of the data so that the study produces data that is valid And reliable. The instrument used to measure this research variable is a Likert scale of 5 points.

Technique of analysis data

Test assumption classic on study This includes; 1) test normality done For now is residuals from population Which used distributed normal or No; 2) The data homogeneity test is needed to prove the equality of group variations that form the sample; 3) Multicollinearity is a " perfect " or linear correlation exact among the explanatory variables included in the model, if between variables If multicollinearity occurs independently, the regression coefficient value cannot be determined the result Because from formula OLS formula regression lowered from assumption data certain.

The data analysis used includes correlation analysis, regression analysis, partial regression test (t-test), and multiple regression test (f-test). Correlation analysis includes simple linear correlation analysis that aims to find out whether there is a relationship between two variables And Also closeness the correlation, analysis correlation double is a number that shows the direction and strength of the relationship between two independent variables together or more with one dependent variable. Meanwhile, analysis regression includes regression simple linear can interpreted as a test concerning A variable independent And variable dependent, And regression linear double is something tool analysis forecasting mark influence variable free or more to dependent variable to prove whether or not there is a functional relationship or relationship causal relationship between two or more independent variables. The t-test was used to analyze the results of statistical estimation of parameter values a and b, whether the values a and b are reliable or influential in a way significant. Whereas test f the goal is variable independent in a way together (simultaneous) capable explaining variable dependent.

RESULTS AND DISCUSSION

Description of data variable allowance certification Teacher (X1)

Table 2 is the frequency distribution of the Certification Allowance variable Teacher (X1) on each item for each existing indicator. Based on Table 2, it is known that the number of questions on

the questionnaire is 19 items starting number 1–19, while the respondents' answers consisted of 5 options, namely the value one answers very No agree, mark two answers No agree, mark three answers doubtful, mark four answers agree And mark five answers very agree. The percentage table obtained from the answered questionnaire shared the total number of respondents times 100% so that the obtained percentage answered each item. Table 2 shows that allowance Professional Teachers on the indicator principle certification shows that 1% of respondents answered very No agree, 9% answered No agree, 17% answered doubtful, 31% answered agree, And 42% answered strongly agree.

The certification objective indicator shows that 1% of respondents answered very much No agree, 10% of respondents answered No agree, 17% of respondents answered doubtful, 31% of respondents answered agree, and 41% answered strongly agree. On indicators benefit certification, 2% answered very No agree, 11% answered No agree, 14% answered unsure, 29% answered agree, and 44% answered strongly agree.

Description of data variable commitment on task (X2)

The variable commitment to tasks was also answered by respondents with five answer options to find out the percentage of respondents' answers. Table 3 is the distribution frequency variable acquisition variable commitment to task (X2).

Table 2. Distribution Frequency Variable Allowance Certification Teacher (X1)

Allowance Certification Teacher

Item	1	2	3	4	5	Frekuensi	1	2	3	4	5	
PRINSIP SERTIFIKASI												
1	1	2	11	16	21	51	2	4	22	31	41	100
2	0	2	7	15	27	51	0	4	14	29	53	100
3	2	7	10	15	17	51	4	14	20	29	33	100
4	0	7	4	12	28	51	0	14	8	24	55	100
5	1	2	12	20	16	51	2	4	24	39	31	100
6	1	8	2	18	22	51	2	16	4	35	43	100
7	0	4	14	13	20	51	0	8	27	25	39	100
Total	5	32	60	109	151	357	1	9	17	31	42	100
TUJUAN SERTIFIKASI												
8	2	4	9	17	19	51	4	8	18	33	37	100
9	0	5	9	15	22	51	0	10	18	29	43	100
10	0	3	8	19	21	51	0	6	16	37	41	100
11	0	10	5	13	23	51	0	20	10	25	45	100
12	1	6	11	18	15	51	2	12	22	35	29	100
13	0	3	8	15	25	51	0	6	16	29	49	100
14	0	4	9	15	23	51	0	8	18	29	45	100
Total	3	35	59	112	148	357	1	10	17	31	41	100
MANFAAT SERTIFIKASI												
15	1	9	6	12	23	51	2	18	12	24	45	100
16	1	4	7	13	26	51	2	8	14	25	51	100
17	1	4	11	17	18	51	2	8	22	33	35	100
18	0	6	5	16	24	51	0	12	10	31	47	100
19	1	5	7	16	22	51	2	10	14	31	43	100
Total	4	28	36	74	113	255	2	11	14	29	44	100

Based on Table 3, it is known that the number of questions on the questionnaire is 19 items starting from number 1-19, whereas answer respondents consisted of 5 options, namely a value of 1 is a strongly disagree answer, a value of 2 is an answer of disagree, a value of 3 the answer is unsure, the answer is 4 points, the answer is agreed, and the answer is 5 points, the answer is strongly agreed. Percentage The table above is obtained from the number of questionnaire answers divided by the total respondents multiplied by 100% so that the percentage is obtained for each item.

Table 3 shows clear commitment. Work on indicator sincerity in Work shows 0% of respondents answered strongly disagree, 4% of respondents answered No agree, 15% answered doubtful, 35% answered agree, And 45% answered very agree. On the indicator of awareness and responsibility, the respondent's answer was 0% answer very No agree, 4% answer No agree, 15% answer doubtful, 33% answer agree, and 47% answer strongly agree.

Table 3. Distribution Frequency Variable Commitment on Task (X2)

Commitment to Task												
Item	Answer Respondent					Frekuensi	Percentage					
	1	2	3	4	5		1	2	3	4	5	
Keikhlasan dalam Bekerja												
1	0	2	10	19	20	51	0	4	20	37	39	100
2	0	0	4	21	26	51	0	0	8	41	51	100
3	0	1	11	15	24	51	0	2	22	29	47	100
4	0	6	4	15	26	51	0	12	8	29	51	100
5	0	2	9	20	20	51	0	4	18	39	39	100
Total	0	11	38	90	116	255	0	4	15	35	45	100
Kesadaran dan Tanggung Jawab												
6	0	1	4	20	26	51	0	2	8	39	51	100
7	0	0	12	15	24	51	0	0	24	29	47	100
8	0	6	3	16	26	51	0	12	6	31	51	100
9	0	2	10	16	23	51	0	4	20	31	45	100
10	0	2	10	18	21	51	0	4	20	35	41	100
Total	0	11	39	85	120	255	0	4	15	33	47	100
Kepedulian terhadap Peserta Didik												
11	0	2	8	14	27	51	0	4	16	27	53	100
12	0	2	9	18	22	51	0	4	18	35	43	100
13	0	3	9	12	27	51	0	6	18	24	53	100
14	0	0	10	19	22	51	0	0	20	37	43	100
15	0	0	12	12	27	51	0	0	24	24	53	100
Total	0	7	48	75	125	255	0	3	19	29	49	100
Kedisiplinan dalam Bekerja												
16	0	4	6	19	22	51	0	8	12	37	43	100
17	0	5	6	16	24	51	0	10	12	31	47	100
18	0	0	8	21	22	51	0	0	16	41	43	100
19	0	0	10	16	25	51	0	0	20	31	49	100
Total	0	9	30	72	93	204	0	4	15	35	46	100

On the indicator of concern for students, the respondent's answer was 4% answered very No agree, 3% answered No agree, 19% answered doubtful, 29% answered agree, and 49% answered strongly agree. On internal discipline indicators Work answer respondents, 4% answered No agree, 15% answered doubtful, 35% answered in the affirmative, and 46% answered strongly agree.

Data description performance Work (Y)

Variable Performance Work owns a 19-item statement with five alternative answers, Which are chosen by respondents. Based on Table 4, it is known that the number item question on The questionnaire consisted of 19 items starting from numbers 1–19, while the respondents' answers

consisted of 5 options, namely value 1 is the answer strongly disagree, value 2 is the answer no agree, mark three answers doubtful, mark four answers agree And mark five answers very agree.

The percentage table is obtained from the answered questionnaire shared by total respondents times 100%, so the obtained percentage answered each item.

Table 4. Distribution Frequency Variable Performance Work (Y)

Performance Work												
Answer Respondent							Percentage			%		
Item 12345							Frequency 1			2345		
Quality Work												
1	0	2	9	29	11	51	0	4	18	57	22	100
2	0	10	1	27	13	51	0	20	2	53	25	100
3	0	10	1	18	22	51	0	20	2	35	43	100
4	0	0	13	28	10	51	0	0	25	55	20	100
5	0	0	8	21	22	51	0	0	16	41	43	100
Total	0	22	32	123	78	255	0	9	13	48	31	100
Quantity Work												
6	0	1	10	25	15	51	0	2	20	49	29	100
7	0	9	1	6	35	51	0	18	2	12	69	100
8	0	4	21	17	9	51	0	8	41	33	18	100
9	0	1	7	30	13	51	0	2	14	59	25	100
Total	0	15	39	78	72	204	0	7	19	38	35	100
Initiative												
10	0	10	2	25	14	51	0	20	4	49	27	100
11	0	4	7	19	21	51	0	8	14	37	41	100
12	0	2	15	17	17	51	0	4	29	33	33	100
13	0	0	7	23	21	51	0	0	14	45	41	100
14	0	3	10	19	19	51	0	6	20	37	37	100
Total	0	19	41	103	92	255	0	7	16	40	36	100
Responsibility												
15	0	6	6	14	25	51	0	12	12	27	49	100
16	0	0	12	23	16	51	0	0	24	45	31	100
17	0	3	5	14	29	51	0	6	10	27	57	100
18	0	3	9	24	15	51	0	6	18	47	29	100
19	0	4	7	19	21	51	0	8	14	37	41	100
Total	0	16	39	94	106	255	0	6	15	37	42	100

From Table 4, it is clear that work performance is an indicator of work quality 9% of respondents answered disagree, 13% answered doubtful, 48% answered agree, And 31% answered very agree. Performance Work on indicator quantity work showed that 7% of respondents answered disagree, 19% of respondents answered hesitant, 38% of respondents answered agree, and 35% answered strongly agree. On Initiative indicators, 7% answered disagree, 16% answered undecided, 40% answered agree, and 36% answered strongly agree. On responsibility indicators, 6% of respondents answered disagree, 16% answered doubtful, 37% answered agree, and 42% answered strongly agree.

The analysis results show all Alternative Hypotheses (Ha) that have been proposed are proven true, either partially or simultaneously. As for the relationship description level, inter-influence variables can be seen in Figure 1.

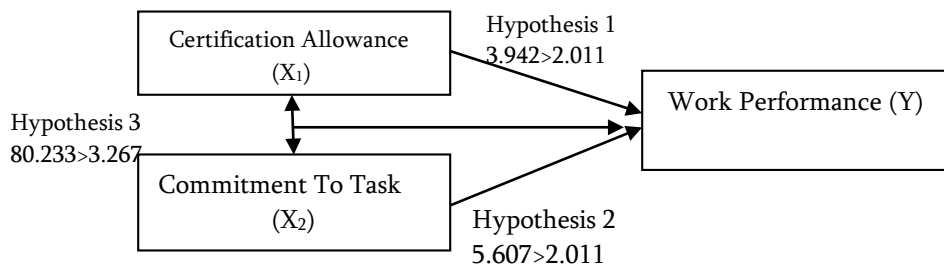


Figure 1. Relationships Influence Each Variable

Influence allowance certification to performance Work Teacher

The research results show that teacher certification has a effect significant on work performance. These results support the proposed hypothesis that certification teachers were significant to performance Work. According to the calculation of the results based on the regression equation, if the teacher certification value (X1) increases by 1 unit score, performance Work (Y) will increase as big as 3,872, 1 unit score with provision teacher certification value (X1) is constant. Whether there is a significant influence Between teacher certification (X1) and work performance (Y) can be seen in the value t count in Table 4.13. The calculated t value for teacher certification is 3.942 with significance as big as 0,000 ($p < 0.05$) with a t table as big as 2,011 or with other word f count > f table, then reject H 0 and accept Ha or in other words, this shows There is a significant influence between the teacher certification variable (X 1) on work performance (Y).

Results study This is in line with the findings of Lesy Gustin (2016) Results calculation correlation between variables shows that there is a significant relationship between teacher

certification and teacher performance. Overall, the direction of the relationship between the two variables is positive. Matter This shows that the more the mark certification Teacher, the higher the teacher's performance score. The magnitude of the correlation between the certification variables teacher and the teacher performance variable is 0.816. The magnitude of the influence between variables certification Teacher to variable performance Teacher is 0.678 or The same with 67.8%.

So, it can concluded that there is an influence between certification Teachers and performance Teachers. Tilaar (2015) mentions a Teacher professional (1) has a base science, i.e., a Teacher Who can deliver participant education with world science and technology; (2) masters professional tips based on research and praxis education; (3) development professional Which sustainable Because educational praxis continuously occurs and is unique to each individual; (4) have mature and developing personality. In more detail, describe a Teacher professional as a Teacher Who owns: (1) maturity, believes in self, can be trusted And respected by a person; (2) the ability to think analytically And conceptual; (3) the ability to plan And expectation, initiative, And always make improvements; (4) have leadership qualities such as flexibility, manage students responsibly and love learning; and (5) relationships with other people like Work in the team and understand people other.

Teacher professionalism in practice is proven by at least two things. First, possessing academic qualifications, minimum educational background at SI-D4 level, and Second, recognition of the proven position of teachers as professionals with certification (giving certificate educator). Confession the works lift dignity And role Teacher can perform with Good; employees must own their ability For Work. He must own motivation, capacity, or work skills (personality, abilities, and skills) according to characteristics of work, Which become not quite enough he answered. Capacity Work is very influenced by various factors, among them are (1) source motivation employee, (2) job assignment, (3) management style, and (4) organizational climate. An employee's performance is not only determined by individual internal factors (motivation, perception, mastery of substance and technical skills) but is also strongly influenced by external factors, especially those that originate from the organization's place of Work, like accuracy assignment, attitude leader, system Work organization And chance/opportunity For do work regularly optimal.

Implementation of Teacher Certification is one of the implementations of Law Number 14 of 2005 concerning Teachers and Lecturers. So that you can get teacher certification with a Good need understanding together between the various elements involved, both at the center and in the regions. Therefore, there needs to be coordination and synchronization implementation of certification so that the message of the Law can be implemented accordingly with expectations. Based on the mandate of Law No. 20 of 2003 Articles 42 and 61, Law No. 14 of 2005 Article 8, and PP No.19 of 2005 Article 29, teachers at type and level of Early childhood education, primary education, and secondary education are mandatory qualification academic minimum S1 or D IV following field his duties, Healthy physical and spiritual, and have the ability to realize national education goals. Apart from these requirements, a teacher must have competence as an agent of learning, which includes pedagogical competence, personality competence, professional competence, and social competence.

These four competencies are reflected integratively in teacher performance and proven by an educator certificate obtained through a competency test. Certification education for in-service teachers is carried out through portfolio and pathway assessment education. Determination of certification participants through portfolio assessment based on the priority order of work period as a teacher, age, rank/class, teaching load, duties additions, and work performance. With these requirements, sufficient time is needed. It takes a long time for young teachers who excel to take certification. Therefore, it is necessary to implement teacher certification in positions that can accommodate teachers' young achievement that is through track education. Executor certification via track education. This is LPTK, Which was appointed following the decision of Minister of National Education No. 122/P/2007. Considering the implementation of the in-service teacher certification program through educational channels involves various related institutions to ensure quality; therefore, implementation guidelines are needed.

Influence commitment on task to performance Work Teacher

From the results, the study shows that commitment to a task is influential and significant in work performance. These results also support the proposed hypothesis that Commitment to tasks has a significant effect on work performance. The regression results obtained that If mark acquisition commitment on task (X2) increases 1 unit score, so performance Work (Y) will increase as big as 0.566 units score, with provision mark commitment to the task (X 2) is constant. Regarding whether there is a significant influence, can see in Table 4 with mark t count acquisition commitment on task (X 2) amounting to 5.607 with a significant level of 0.001 ($p < 0.05$), then rejecting H_0 , this shows that there is a significant influence between commitment to the task (X 2) on work performance (Y). This shows that commitment to the task (X 2) affects work performance (Y).

This is in line with Didik Hadiyatno and Wiwik Saraswati (2017), the Influence of Employee Commitment (X1) on the employee Job Performance variable (Y) with results partially the Employee Commitment variable (X1) was not proven to have an influence on variable Performance Work employee (Y) Office Service Tax Primary Balikpapan with coefficient correlation partial (r) as big as 0.067 And coefficient determined Partial (r^2) 0.047 with testing significance f count $0.471 < f_{table} = 1.96$ on sig $0.640 > 0.05$ means show its influence Which No significant to variable Performance Work employee (Y) Office Service Tax Primary Balikpapan. Organizational commitment implies an active employee relationship with the organization's commitment Work employees determine whether succeed or not objective Which want to achieved by something organization or company. That commitment employee to an organization is A process And is An experience individual when joining an organization. The results of this study are not appropriate with the results of previous research conducted by Kenly Rimpulaeng and Jantje L. Sepang (2014) and Ahmad Sudiro (2008), in which his research produced influence significant and positive.

Putri Amanda Ratriati (2019), Based on the results of the analysis and discussion, has obtained the conclusion that variable commitment organization, motivation, and work experience have a

significant positive influence on the variable's work performance, this means that all hypotheses are accepted. The adjusted R square value is 71.5%, so there is still 28.5% influenced by other factors outside the research. Research sample This is One company just with a sample like This Of course, No, it can be a generalization that research with the same variables with more diverse subjects will give results And findings The same also. Researcher, furthermore, It is recommended that you expand the research object, namely that more than one can be carried out at a time. Surakarta residency, so that the research results can be generalized for the scope wider so that it can strengthen the external validity needed for study more carry on. This aim is to add variables besides commitment, organization, motivation, and work experience to better understand the variables that influence the performance of Work employees, between other abilities: Work, communication, Spirit Work, work environment, job characteristics, and others.

Faustyna (2014), a person's commitment to a task is an important aspect very important because someone who commits will have loyalty to be good to the task, leader, or his organization (Glesser in Hoy And Miskel in Nellitawati, 2008). Commitment, according to Nawawi And Martini in Nellitawati (2008), is a decision or agreement a person has with himself, Alone For do or No do, stop or continue something deed or activity. Furthermore, Sahertian in Nellitawati (2008) states commitment is the tendency of a person to feel involved in activities with full feelings, not quite enough answer. Looks something a connection between commitment to tasks And performance employees, but the relationship is very simple. In general, it appears that commitment influences one's connection Which is more tightly with results organization like performance employee And rotation employee when compared to with two dimensions commitment other.

Influence allowance certification Teacher And commitment on task to performance teacher work

The research results show that teacher certification and commitment to duties have a significant effect on work performance. These results support the hypothesis proposed that teacher certification and commitment to the task have a significant influence on work performance. With a taking level significant as big as 0.004 ($p < 0.05$), so H_0 rejected, And H_a accepted the matter This can be seen from test F, Which is done where the t count as big as 80,233 > t table is 3.267. This means that it can be concluded that there is a simultaneous influence between certification teachers and commitment tasks to performance Work, as well as a positive connection between certification teachers and commitment tasks to performance Work. Matter This shows that variable certification Teacher And a commitment to task affect work performance in a way together.

This is in line with the results of research by Purnama Sejati (2016). Based on the results And discussion study, Which have been stated in Chapter previously, The following conclusions are drawn: 2. Results of data analysis of work motivation variables produce an average count as big as 78.04. If interpreted with the ideal average, it is included in the high category. These results show that teachers and employees at SMK Muhammadiyah 1 Sleman have a deep work motivation category. 3. Results analysis data performance Work done to produce an average calculated as 77.73 when interpreted with

the ideal average included in category tall. Results show that teachers and employees in vocational school Muhammadiyah 1 Sleman have work performance in the high category. 4. There is a connection between motivation and Work with performance Work Teacher And employee with a mark coefficient The correlation (calculated r) is 0.510, which is included in the quite strong category. 5. Variables work motivation contributes to teacher work performance, and employees amounted to 26.01%. The remaining 73.99% is determined by variables that were not researched in this research.

Ibnu Yarham Yamanie, Syaharuddin Y (2016), this research aims To investigate and focus on influence evaluation performance Work commitment organization And discipline Work Which responsible answer to performance employee For PT. Pelindo IV Samarinda. The sample used in the study This is the work of 51 employees in the office based on the census method or the entire population as the sample size. To facilitate problem-solving, this research was carried out using the linear regression analysis method with the help of statistics Product And Service Solution (SPSS) 16 for Windows. Results study This is Influence evaluation performance Work, commitment organization And discipline Work own influence positive on employee performance. Suggestions for further research: you should be able to improve the quality of research better and can add and expand the scope of the research sample. Evaluation implementation work or evaluation performance Work (appraisal of performance) is a system used To assess and find out whether an employee has carried out their respective jobs overall. In this case, the execution of the work as a whole is not only seen/rated results in his physique just but covers various matters like quantity Work, Quality Work, discipline, Work The same, not quite enough answer, faithfulness, honesty, And loyalty (Soeprihanto, 2000). According to Cyclae in Hasibuan (2009), Evaluation of Work performance is a systematic evaluation of the work that has been done by employees and is intended for development.

Commitment organization (organizational commitment) is Wrong One Act in demand in organization Which Lots discussed And researched, Good as variable bound, independent variables, as well as mediator variables. This is partly due to the organization's need for employees Which commitment organization tall so that the organization can continue to survive and improve the services and products it produces. Several experts define employee organizational commitment as follows: 1. Mathis and Jackson in Sopiah (2008) provide the definition " Organizational Commitment is the degree to which employees believe in and accept organizational goals and desires to remain with the organization (commitment organizational is degrees Which where employees believe and accept the goals of the organization and will stay or will not leave the organization)." 2. Mowday in Sopiah (2008) says commitment Work is a term other than commitment organizational. According to him, "Organizational commitment is an important behavioral dimension that can be used For evaluating trend employees. Commitment organizational is the identification And involvement of somebody who is relatively strong towards the organization.

CONCLUSION

Based on the results analysis data, it can concluded that the Hypothesis alternative states that there is an influence of teacher certification on work performance at Bitung City State Middle School, this has been proven to be true. The alternative hypothesis states that there is an influence of commitment on assignments to work performance at Bitung City State Middle School, proven to be true. Also, the alternative hypothesis states that there is an influence of teacher certification and commitment on task performance in Bitung City State Middle School, proving the truth.

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