THE INFLUENCE OF WORKLOAD AND WORK MOTIVATION ON TEACHER PERFORMANCE AT PUBLIC SENIOR HIGH SCHOOL 2 SENDAWAR, WEST KUTAI REGENCY

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Abstract
This study aims to analyze and determine partially and simultaneously the effect of workload and work motivation on the performance of teachers in Public Senior High School 2 Sendawar, West Kutai Regency and to find out the most dominant influence on the performance of teachers at Public Senior High School 2 Sendawar. This research is a quantitative study using the SPSS instrument which discusses validity and reliability testing, multiple linear regression analysis, t test, F test to determine the effect of the independent variable on the dependent variable. The results showed that workload and work motivation had a partial and simultaneous influence on teacher performance at Public Senior High School 2 Sendawar, West Kutai Regency. Through testing the coefficient of determination (Adjusted R Square) obtained a value of 0.642 or 64.2%, meaning that teacher performance is influenced by workload and work motivation of 64.2% while the remaining 35.8% is influenced by other variables outside this study. Work motivation has the most dominant influence on teacher performance at Public Senior High School 2 Sendawar, West Kutai Regency.

INTRODUCTION

Educational institutions are a non-profit organization consisting of several components. One of the most important components is educators as Human Resources (HR) and school principals as HR managers. Human resource development is defined as the "integrated use of training and development, career routes, and organizational development to increase individual and organizational effectiveness" in the general literature on HRM (Piwowar-Sulej, 2021). While the goal to be achieved by this organization is the success in educating all students in the school environment (Mangkunegara, 2011). In the era of globalization and free markets that have been enforced throughout the world in general and in our country in particular, the role and quality of human resources will greatly affect the survival and glory of a country. The quality and quality of human resources is largely determined by the results of education and training. The higher the educational background and training obtained, the higher the quality and quality it has.

Teachers are one of the key elements in the education system in schools. Teachers should encourage students to use their skills and authority to develop an idea (Zein, 2016). All other components starting from the curriculum, facilities and infrastructure, costs and so on will not mean much if learning, namely teacher-student interactions, is not of high quality. The role of teachers is so important in transforming educational inputs

that experts state that in schools there will be no change or improvement in quality without changes and improvements in teacher quality (Palunga & Marzuki, 2017). Based on the above opinion, teacher performance assessment is something that needs attention.

Law Number 20 of 2003 states that national education functions to develop capabilities and shape the character and civilization of a dignified nation in the context of educating the nation's life, aiming at developing the potential of students to become human beings who believe and fear God Almighty, have noble character, healthy, knowledgeable, capable, creative and become a democratic and responsible citizen.

Article 10 of Law Number 14 of 2005 concerning Teachers and Lecturers explains that teachers are required to have competence. The competencies referred to in the article are pedagogic competence, personality competence, social competence, professional competence and article 20 point a explains that in carrying out their professional duties, teachers are obliged to plan learning, carry out quality learning processes and assess and evaluate learning outcomes. effective work government agencies can determine the extent to which teachers can be given the maximum workload and the extent of its influence on the performance of the agency itself. Teachers who are not disciplined in utilizing working time will have an impact on the workload that accumulates, so it takes more time than working time specified normal to complete assigned tasks (Tegar, 2019).

Permendagri No. 12/2008 states that workload is the amount of work that must be carried out by a position/organizational unit and is the product of the work volume and normal time. If the worker's ability is higher than the demands of the job, a feeling of boredom will arise. On the other hand, if the worker's ability is lower than the demands of the job, more fatigue will appear. Therefore, proper division of workload and in accordance

with the ability of the teacher is very important because it can affect the performance and achievement of the institution itself (Ellyzar & Yunus, 2017).

In addition to workload, another factor that affects teacher performance is work motivation. Motivation can be a driving force for someone to carry out an activity in order to get the best results (Pramularso, 2018). Therefore, it is not surprising that a teacher who has high work motivation usually has high performance as well. The motivation given to a teacher is in the form of salaries, incentives, and facilities that can support learning activities at school, achievement of educational goals. The motivation itself can be given between fellow teachers who motivate each other or can be given by the principal as a leader in managing education that brings and determines the direction of the school he leads and also existing school facilities (Lisnawati, 2017). The principal's role is also important in motivating teachers in learning and carrying out their duties to improve performance and achieve satisfaction. The problem of motivation in organizations must be taken very seriously in the management of human resources. Today's modern organizations must make employees as assets, no longer just as mere means of production. Considering that the work spirit or drive affects the actions of an employee, if an organization has employees who have high morale, then the organization will get better work results, resulting in an increase in work performance, but if an organization has employees who have low morale, then the organization will experience setbacks and will not achieve its goals (Achyana & Sidiq, 2016).

The performance of good and professional teachers will of course always be able to adapt to changes in the educational curriculum. If the teacher is not able to adjust the changes in the educational curriculum psychologically, it will become a burden and make the teacher frustrated with these

changes and will have an impact on student learning (Subroto, 2019).

Based on the description above, the authors are interested in conducting research with the title "The influence of workload and motivation on teacher performance at Public Senior High School 2 Sendawar, West Kutai Regency".

The aims of this research are (1) knowing the effect of workload on the performance of Public Senior High School 2 Sendawar teachers, West Kutai Regency, (2) knowing the effect of work motivation on the performance of Public Senior High School 2 Sendawar teachers, West Kutai Regency, (3) knowing the effect of workload and work motivation on the performance of Public Senior High School 2 Sendawar teachers, West Kutai Regency, and (4) knowing the most dominant influence on the performance of Public Senior High School 2 Sendawar Teachers, West Kutai Regency

METHOD

This study uses quantitative research methods to explain the description of the respondents (Creswell & Poth, 2016). By using the causality design method with the aim of knowing the possibility of a causal relationship between the independent variable (independent variable) and the dependent variable (Dependent variable) with the title Effect of workload and motivation on the performance of Public Senior High School 2 Sendawar, West Kutai Regency and will be processed later using SPSS version 22

A. Data Collection Techniques

Data collection techniques are the most strategic steps in research, because the main purpose of research is to obtain data. The data used in this study are as follows:

A. Primary data

Primary data is a data source that directly provides data to data collectors. The primary data are:

a. Interview is a method to collect data based on meeting two people to exchange information and ideas through question and answer, so that it can be interpreted meaning in a particular topic. Interviews were used to explain the problem of the researcher's variables with the respondents based on the research hypothesis.

b. Questionnaire is a method in which researchers compile a list of written statements and then distribute them to respondents to obtain data related to research activities.

2. Secondary data

Secondary data is a data source that does not directly provide data to data collectors. The secondary data is in the form of a literature study which is a collection of data from several literatures and other readings that support this research.

Research tool/instrument is a tool used by researchers to measure natural or social phenomena (Sanusi, 2011). According to Sugiyono (2019) the Likert scale is used to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena. The questionnaire distributed in this study is using a Likert scale equipped with 5 alternative answers, each alternative is given a score, namely:

SS = Strongly Agree given a score of 5
S = Agree given a score of 4
R = Doubtful a score of 3
TS = Disagree given a score 2
STS = Strongly Disagree given a score of 1

B. Data Analysis

The questionnaire data used by the researcher in this study are as follows:

1. Validity Test

The research results are valid if there are similarities between the data collected and the data that actually occurs in the object under study

(Sugiyono, 2019). A valid instrument means that the measuring instrument used to obtain the data is valid. Valid means that the instrument can be used to measure what it is supposed to measure. Valid shows the degree of accuracy between data that actually occurs on the object and data that can be collected by researchers. The correlation technique commonly used is the product moment correlation technique and to find out whether the correlation value of each question is significant, it can be seen in the test results using the Statistical Program For Social Science (SPSS). Validity test criteria if r_{count} > r_{table} then the questionnaire item is valid and if r_{count} < r_{table} then the questionnaire item is said to be invalid. According to Sugiyono (2019) the conditions that must be met are to have the following criteria:

a) If r_{count} > 0.30 then the statement items from the questionnaire are valid.
b) If r_{count} < 0.30 then the statement items from the questionnaire are invalid.

2. Reliability Test

According to Sugiyono (2019) states that the reliability test is the extent to which the measurement results using the same object will produce the same data. Reliability can also mean an index that shows the extent to which a measuring instrument can show it can be trusted or not. Sugiyono (2019) states reliable research results, if there are similarities in data at different times. A reliable instrument is an instrument which, when used several times to measure the same object, will produce the same data. Reliability shows that the instrument is consistent when used to measure the same symptoms in other places.

The purpose of testing the validity and reliability is to ensure that the questionnaire that we compiled will be really good at measuring symptoms and producing valid data. The use of reliability testing is to assess the consistency of objects and data. The reliability test in this study used SPSS for windows by looking at the results of Cronbach Alpha (α).

a) Result > 0.60 = Reliable or consistent
b) Result < 0.60 = unreliable or inconsistent

C. Linear Multiple Linear Regression

Analysis This analysis is to determine the direction of the relationship between the independent variable and the dependent variable whether each independent variable is positively or negatively related and to predict the value of the dependent variable if the value of the independent variable increases or decreases. So multiple regression analysis will be carried out if the number of independent variables is at least 2 (two) variables. The form of the multiple regression analysis equation is as follows:

$$Y = a + b1X1 + b2X2$$

Description:

Y : Dependent variable (Teacher Performance)
a : Constant
b1, b2 : Regression coefficient
X1 : Workload
X2 : Work Motivation

RESULTS AND DISCUSSION
A. General Response of Respondents

Based on the results of the answers to the questionnaires that have been distributed to 48 respondents, it can be grouped into the following table:

1. Variable Workload (X1)

The following are the answers of respondents who are teachers of Public Senior High School 2 Sendawar, West

Kutai Regency to respondents' statements about indicators of working conditions.

Table 1
Respondents' responses to indicators of working conditions

		Frequency	Percent	Valid Percent	Cumulative Percent
	X1.1				
Valid	3	1	2.1	2.1	2.1
	4	22	45.8	45.8	47.9
	5	25	52.1	52.1	100.0
	Total	48	100.0	100.0	

Source: research results, 2022

Based on the table above, obtained responses from respondents who stated strongly agree as many as 25 respondents or 52.1%, who stated agreed as many as 22 respondents or 45.8%, who expressed doubts as many as 1 respondent or 2.1% and no respondents stated disagree and strongly disagree. So it can be concluded that the majority of the teachers of Public Senior High School 2 Sendawar, Kutai Barat Regency clearly know their working conditions well even though there is still 1 teacher or 2.1% who feel doubtful about the existing conditions.

It is necessary to pay attention to why the teacher has such an opinion. Is the teacher a new and passive teacher or is there something else that is personal? If it is because the teacher is a new and passive teacher, the leadership must try to find out why so that they can take steps to resolve the matter so that in the end they can improve the performance of the teachers of Public Senior High School 2 Sendawar, West Kutai Regency.

The following are the answers of respondents who are teachers of Public Senior High School 2 Sendawar, West Kutai Regency to respondents' statements about indicators of the use of working time.

Table 2
Respondents' responses to the indicators of the use of working time

		Frequency	Percent	Valid Percent	Cumulative Percent
	X1.2				
Valid	4	19	39.6	39.6	39.6
	5	29	60.4	60.4	100.0
	Total	48	100.0	100.0	

Source: research results, 2022

Based on the table above, the responses of respondents who stated strongly agreed were 29 respondents or 60.4%, who agreed as many as 19 respondents or 39.6%, and no respondents expressed doubt, disagree and strongly disagree. So it can be concluded that the majority of teachers at Public Senior High School 2 Sendawar, Kutai Barat Regency, use their working time as well as possible.

The following are the answers of respondents who are teachers of Public Senior High School 2 Sendawar, West Kutai Regency to respondents' statements about the target indicators that must be achieved.

Table 3
Respondents' responses to the target indicators that must be achieved

		Frequency	Percent	Valid Percent	Cumulative Percent
	X1.3				
Valid	3	1	2.1	2.1	2.1
	4	18	37.5	37.5	39.6
	5	29	60.4	60.4	100.0
	Total	48	100.0	100.0	

Source: research results, 2022

Based on the table above, the responses of respondents who stated strongly agreed were 29 respondents or 60.4%, who stated that they agreed were 18 respondents or 37.5%, who expressed doubts were 1 respondent or 2.1% and there are no respondents who disagree and strongly disagree. So it can be concluded that the majority of teachers of Public Senior High School 2 Sendawar,

West Kutai Regency are able to achieve the predetermined work targets.

This needs attention. Does the teacher have an excessive workload that results in not achieving the work target. If it is because of this, the leader must be able to divide the work according to the abilities of each teacher so that the work given can be evenly distributed.

2. Work Motivation Variable (X2)

The following are the answers of respondents who are teachers of Public Senior High School 2 Sendawar, West Kutai Regency to respondents' statements about indicators of enthusiasm in carrying out tasks.

Table 4
Respondents' responses to the indicators of enthusiasm in carrying out tasks.

		Frequency	Percent	Valid Percent	Cumulative Percent
				X2.1	
Valid	3	1	2.1	2.1	2.1
	4	16	33.3	33.3	35.4
	5	31	64.6	64.6	100.0
	Total	48	100.0	100.0	

Source: research results, 2022

Based on the table above, the responses of respondents who stated strongly agreed were 31 respondents or 64.6%, who agreed as many as 16 respondents or 33.3%, who expressed doubts were 1 respondent or 2.1% and there are no respondents who disagree and strongly disagree. So it can be concluded that the majority of the teachers of Public Senior High School 2 Sendawar, West Kutai Regency have enthusiasm in carrying out their duties well.

The following are the answers of respondents who are teachers of Public Senior High School 2 Sendawar, West Kutai Regency to respondents' statements about indicators of improving work performance.

Table 5
Respondents' responses to indicators of improving work performance

		Frequency	Percent	Valid Percent	Cumulative Percent
				X2.2	
Valid	3	1	2.1	2.1	2.1
	4	17	35.4	35.4	37.5
	5	30	62.5	62.5	100.0
	Total	48	100.0	100.0	

Source: research results, 2022

Based on the table above, the responses of respondents who stated strongly agreed were 30 respondents or 62.5%, who stated that they agreed were 17 respondents or 35.4%, who expressed doubts were 1 respondent or 2.1% and there are no respondents who disagree and strongly disagree. So it can be concluded that the majority of teachers at Public Senior High School 2 Sendawar, Kutai Barat Regency always try to improve work performance.

Table 6
Respondents' responses to productive indicators at work

		Frequency	Percent	Valid Percent	Cumulative Percent
				X2.3	
Valid	4	17	35.4	35.4	35.4
	5	31	64.6	64.6	100.0
	Total	48	100.0	100.0	

Based on the table above, the responses of respondents who stated strongly agreed were 31 respondents or 64.6%, who stated agreed were 17 respondents or 35.4%, and there were no respondents who expressed doubt, disagree and strongly disagree. So it can be concluded that the majority of teachers at Public Senior High School 2 Sendawar, West Kutai Regency are always productive at work.

The following are the answers of respondents who are teachers of Public Senior High School 2 Sendawar, West Kutai Regency to respondents' statements about indicators of being responsible for work.

Table 7
Respondents' responses to indicators of responsibility for work

X2.4				
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.1	2.1	2.1
	4	15	31.2	31.2	33.3
	5	32	66.7	66.7	100.0
	Total	48	100.0	100.0	

Source: research results, 2022

Based on the table above, the responses of respondents who stated strongly agreed were 32 respondents or 66.7%, who stated agreed were 15 respondents or 31.2%, who expressed doubts were 1 respondent or 2.1% and there are no respondents who disagree and strongly disagree. So it can be concluded that the majority of teachers at Public Senior High School 2 Sendawar, Kutai Barat Regency are responsible for the work they carry out.

3. Performance Variable (Y)

The following are the answers of respondents who are teachers of Public Senior High School 2 Sendawar, West Kutai Regency to respondents' statements about indicators of work quality.

Table 8
Respondents' responses to work quality indicators

Y1.1				
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.1	2.1	2.1
	4	19	39.6	39.6	41.7
	5	28	58.3	58.3	100.0
	Total	48	100.0	100.0	

Source: research results, 2022

Based on the table above, the responses of respondents who stated strongly agreed were 28 respondents or 58.3%, who stated that they agreed were 19 respondents or 39.6%, who expressed doubts were 1 respondent or 2.1% and there are no respondents who disagree and strongly disagree. So it can be concluded that the majority of the teachers of Public Senior High School 2 Sendawar, Kutai Barat Regency are able to provide quality work in accordance with the work standards that have been set, although there are still employees who have doubts by 1 respondent or 2.1%.

The quantity of work is the volume of work produced by the teacher and is above normal conditions. The following are the answers of respondents who are teachers of Public Senior High School 2 Sendawar, West Kutai Regency to respondents' statements about indicators of work quantity.

Table 9
Respondents' responses to the work quantity indicator

Y1.2				
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.1	2.1	2.1
	4	19	39.6	39.6	41.7
	5	28	58.3	58.3	100.0
	Total	48	100.0	100.0	

Source: research results, 2022

Based on the table above, the responses of respondents who stated strongly agreed were 28 respondents or 58.3%, who stated that they agreed were 19 respondents or 39.6%, who expressed doubts were 1 respondent or 2.1% and there are no respondents who disagree and strongly disagree. So it can be concluded that the majority of teachers of Public Senior High School 2 Sendawar, West Kutai Regency provide the quantity of work in accordance with their responsibilities.

The following are the answers of respondents who are teachers of Public Senior High School 2 Sendawar, West Kutai Regency to respondents' statements about indicators of responsibility.

Table 10
Respondents' responses to the indicator of responsibility

		Frequency	Percent	Valid Percent	Cumulative Percent
	Y1.3				
Valid	3	1	2.1	2.1	2.1
	4	14	29.2	29.2	31.2
	5	33	68.8	68.8	100.0
	Total	48	100.0	100.0	

Source: research results, 2022

Based on the table above, the responses of respondents who stated strongly agreed were 33 respondents or 68.8%, who stated agreed were 14 respondents or 29.2%, who expressed doubts were 1 respondent or 2.1% and there are no respondents who disagree and strongly disagree. So it can be concluded that the majority of teachers at Public Senior High School 2 Sendawar, West Kutai Regency have the responsibility to complete the work.

The following are the answers of respondents who are teachers of Public Senior High School 2 Sendawar, West Kutai Regency to respondents' statements about indicators of cooperation.

Table 11
Respondents' responses to the indicators of cooperation

		Frequency	Percent	Valid Percent	Cumulative Percent
	Y1.4				
Valid	3	1	2.1	2.1	2.1
	4	14	29.2	29.2	31.2
	5	33	68.8	68.8	100.0
	Total	48	100.0	100.0	

Source: research results, 2022

Based on the table above, the responses of respondents who stated strongly agreed were 33 respondents or 68.8%, who stated agreed were 14 respondents or 29.2%, who expressed doubts were 1 respondent or 2.1% and there are no respondents who disagree and strongly disagree. So it can be concluded that the majority of teachers of Public Senior High School 2 Sendawar, West Kutai Regency are able to cooperate in educating students.

The following are the answers of respondents who are teachers of Public Senior High School 2 Sendawar, West Kutai Regency to respondents' statements about indicators of initiative in

Table 12
Respondents' responses to initiative indicators

		Frequency	Percent	Valid Percent	Cumulative Percent
	Y1.5				
Valid	3	2	4.2	4.2	4.2
	4	12	25.0	25.0	29.2
	5	34	70.8	70.8	100.0
	Total	48	100.0	100.0	

Source: research results, 2022

Based on the table above, the responses of respondents who stated strongly agreed were 34 respondents or 70.8%, who stated agreed were 12 respondents or 25%, who expressed doubts were 2 respondents or 4.2% and did not There are respondents who disagree and strongly disagree. So it can be concluded that the majority of the teachers of Public Senior High School 2 Sendawar, Kutai Barat Regency, complete their work on the initiative without waiting for orders from their superiors.

B. Results of Data Analysis
1. Validity Test Results

According to Sugiyono (2019) the conditions that must be met are that they must have the following criteria:

a) If r_{count} > 0.30 then the statement items from the questionnaire are valid.

b) If r_{count} < 0.30 then the statement items from the questionnaire are invalid.

The results of the validity of the questionnaire for this study can be seen in the following table:

Table 13
Validity Test Results

Total Statistics

Variable	Item	r-count		Description
of Workload (X1)	X1.1	.496	>0.30	Valid
	X1.2	.492	> 0.30	Valid
	X1.3	.419	> 0.30	Valid
Work Motivation (X2)	X2.1	.580	> 0.30	Valid
	X2.2	.515	> 0.30	Valid
	X2.3	.372	> 0.30	Valid
	X2.4	.598	> 0.30	Valid
Performance (Y)	Y1.1	.466	> 0.30	Valid
	Y1.2	.407	> 0.30	Valid
	Y1.3 .682	>	0.30	Valid
	Y1.4	.579	> 0.30	Valid
	Y1.5	.492	> 0.30	Valid

Source: research results, 2022

Based on the table above it can be seen that the test results The validity of the 12 statement items to measure the Y variable related to teacher performance shows that none of the items is declared invalid, thus all items on the research instrument can be used in research as a measuring tool.

2. Reliability Test Results

According to Sugiyono (2019) states that the reliability test is the extent to which the measurement results using the same object will produce the same data. Reliability includes 3 (three) main things, namely size stability, equivalence and internal consistency of size. A variable is said to be reliable if it gives a Cronbach Alpha (α) value > 0.60. The results of the reliability test of each variable can be seen in the table below:

Table 14
Reliability Test Results

No	Variable	Number of Questionnaire Items	Cronbach's Alpha	Decision
1	Workload (X1)	3	.753	Reliable
2	Work Motivation (X2)	4	.644	Reliable
3	Performance (Y)	5	.684	Reliable

Source: research results, 2022

The table above explains that after the Cronbach Alpha , each workload (X1), work motivation (X2) and performance (Y) variable is 0.753, 0.644 and 0.684, which means that all of these variables are reliable because they have an alpha coefficient value above 0, 60 so that the variable questionnaire statement items deserve to be used in this study. The values of 0.753, 0.644 and 0.684 are the average results of the statement items, both workload, motivation and performance items and the statement items of workload, motivation and performance are made based on the indicators of each variable. The point is that if the performance variable or workload and leadership motivation, each of which begins with a statement item, has a Cronbach alpha above 0.6 then the variable is declared reliable or reliable because with a value above 0.6 it is able to maintain the stability or consistency of the respondents' answers. to the questionnaire submitted from time to time.

4. Multiple Linear Regression Analysis Results

Data analysis was carried out using multiple linear regression with the aim of knowing the effect of workload and motivation variables on teacher performance at Public Senior High School 2 Sendawar, West Kutai Regency. the aim is to examine the relationship as well as the influence of the independent variable on the dependent variable selected by the study. to find out whether the relationship is positive and negative is determined by the regression direction coefficient which symbolizes the letter b if b is positive then the relationship is positive as well. that is,

the higher (higher) the value of X, the higher the value of Y and vice versa. The results of multiple linear regression analysis for this study can be seen in the following table:

Table 15
Results of multiple linear regression analysis

		Coefficients[a]		
		Unstandardized Coefficients		Standardized Coefficients
Model		B	Std.Error	Beta
1	(Constant)	1,111	468	
	.461	.366	.353	workloadX1
	motivation X2	.598	.354	.404
a. Dependent Variable: performanceY				

Source: research results, 2022

The regression equation from the statistical results is as follows:

$Y = a + b_1X_1 + b_2X_2$
$Y = 1.111 + 0.461 + 0.598$

From the regression equation above, it can be explained as follows:

a) Constants in this study obtained results of 1.111, which means that if the independent variables workload (X1) and work motivation (X2) are considered constant or equal to 0 then the value of the teacher performance constant (Y) is 1.111 assuming other factors are considered constant.

b) The workload variable (X1) which has a value of 0.461 which means that if the other independent variables have a fixed value, while the workload variable (X1) has increased by 1 unit, the teacher's performance has increased by 0.461 units, which means that there is a positive influence between workload and teacher performance at Public Senior High School 2 Sendawar, West Kutai Regency

c) The work motivation variable (X2) which has a value of 0.598 which means that if the other independent variables have a fixed value, while the work motivation variable (X2) has increased by 1 unit, the teacher's performance has increased by 0.598 units, which means that there is a positive influence between work motivation and work motivation. teacher performance at Public Senior High School 2 Sendawar, West Kutai Regency.

C. Hypothesis Test Results

1. T-Test Results

To partially prove the hypothesis, the t-test is used to determine the effect of the independent variable partially on the dependent variable. To find out whether the effect is significant or not, it is measured from the t count or ratio of the independent variables (independent variables). If t count is greater than t table, it means that the effect is significant. And if t count is smaller than t table, it means that the effect is not significant. The results of the t-test in this study can be seen in the following table:

Table 16
Test results t

		Coefficients[a]				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.111	.468		2,375	.022
	workloadX1 .461	.366	.353	.033	2,985	work
	motivationX2	.598	.354	.404	3,125	.027
a. Dependent Variable Y: performance						

Source: research results, 2022

To determine the t-table value, it is determined with a significant level of 5% with degrees of freedom df = (nk-1) where n is the number of respondents and k is the number of indicators or variables. Then df = (48-2-1) = 45, we get t table = 2.014.

a) **Hypothesis 1: It is suspected that the workload (X1) partially has a significant effect on teacher performance (Y)**

The results show 2,014 and a significant value of 0.033 < 0.05, it can be concluded that Ho1 is rejected and Ha1 is accepted, meaning that the workload partially has a positive and significant effect on the performance of teachers at Public Senior High School 2 Sendawar, West Kutai Regency so that the first hypothesis can be accepted.

b) **Hypothesis 2: It is suspected that work motivation (X2) partially has a significant effect on teacher performance (Y)**

The results show 05, it can be concluded that Ho2 is rejected and Ha2 is accepted, meaning that work motivation partially has a positive and significant effect on teacher performance at Public Senior High School 2 Sendawar, West Kutai Regency, so that the second hypothesis can be accepted.

2. F Test Results

To test whether the independent variables simultaneously have a significant effect on the dependent variable where F count > F table, then the hypothesis is accepted or jointly the independent variables can explain the dependent variable simultaneously. on the other hand, if F count < F table, then H0 is accepted or together the independent variables have no effect on the dependent variable. To find out whether or not the influence of the independent variables jointly on the dependent variable is used, a probability of 5% (α = 0.05), then at a significance level of 5% and F table = F(k; nk) = (2;48 -2) = 46 then the F table value is 3,200. The results of the F test in this can be seen in the following table:

Table 17
F Test Results

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3,354	2	1,677	28,849	000[a]
	Residual	2,616	45	,058		
	Total	5,970	47			

a. Predictors: (Constant), work motivationX2, workloadX1

b. Dependent Variable: performanceY

Source: research results, 2022

a) **Hypothesis 3: it is suspected that workload (X1) and work motivation (X2) simultaneously have an influence on teacher performance (Y)**

Based on the table above, it is known that the F-count value is 28.849 with a significance value of 0.000, because calculated F value of 28.849 > F-table of 3.200. So it can be concluded that all the variables studied simultaneously have a positive and significant influence on the performance of teachers at Public Senior High School 2 Sendawar, West Kutai Regency so that the third hypothesis can be accepted

b) **Hypothesis 4: it is suspected that work motivation (X2) has the most dominant influence on teacher performance (Y)**

Based on the multiple regression results in table 4.20, the t-test results obtained a regression coefficient of workload variable of 0.461 and work motivation of 0.598 so that it can be seen that the most dominant work motivation variable in influencing teacher performance at Public Senior High School 2 Sendawar, West Kutai Regency, therefore the fourth hypothesis can be accepted.

3. Result of Coefficient of Determination (R2)

The value of the coefficient of determination is between zero to one (0 < R2 < 1). A small value of R2 means that the ability of the independent variables in explaining the independent variables is very limited. A value close to one means that the independent variable provides almost all the information needed to predict the variation of the dependent variable. The value of R Square can be seen in the table section of the Summary model. The results of the coefficient of determination (R2) are shown in the following table:

Table 18
The results of the coefficient of determination (R2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.850ᵃ	.762	.642	.24111

a. Predictors: (Constant), work motivation X2, workload X1

Source: research results, 2022

Based on the results of the coefficient of determination in the table above, the Adjusted R square (R2) value of 0.642 means that workload and work motivation are able to contribute or contribute to teacher performance variables by 64.2% and the remaining 35.8% is a contribution from other variables outside the research model.

D. Discussion

The results of hypothesis testing that have been carried out in this study can be seen whether or not there is an influence of workload and work motivation on the performance of teachers at Public Senior High School 2 Sendawar, West Kutai Regency, either partially or simultaneously. The following are the results of the recapitulation of hypothesis testing:

1. The effect of workload (X1) on teacher performance at Public Senior High School 2 Sendaawar, West Kutai Regency

The results of the t-test table on the workload variable (X1), column t-count and significance, obtained the t-count value of 2.985 > 2.014 while the significant value of 0.033 <0.05, it can be concluded that the workload (X1) partially has a positive and significant effect on the performance of teachers at Public Senior High School 2 Sendawar, West Kutai Regency so that the first hypothesis proposed can be **accepted.**

The results of this study are directly proportional to the results of research conducted by Sugiharjo and Aldata (2018) which shows that the workload variable has a significant effect on performance.

2. The effect of work motivation (X2) on teacher performance at Public Senior High School 2 Sendaawar, West Kutai Regency.

The results of the t-test table on the work motivation variable (X2), t-count and significance column, obtained the t-count value of 3.125 > 2.014 while the significant value of 0.027 <0.05, it can be concluded that work motivation (X2) partially has a positive and significant effect on teacher performance at Public Senior High School 2 Sendawar, West Kutai Regency so that the second hypothesis proposed can be **accepted.**

The results of this study are directly proportional to the results of research conducted by Sugiharjo and Aldata (2018), Astuti and Lesmana (2019) which show that work motivation variables have a significant effect on performance.

3. **The effect of workload (X1) and work motivation (X2) on teacher performance at Public Senior High School 2 Sendaawar, West Kutai Regency**

The results show 3,200. So it can be concluded that all the variables studied simultaneously have a positive and significant influence on the performance of teachers at Public Senior High School 2 Sendawar, West Kutai Regency, so that the third hypothesis can be **accepted.**

The results of this study are directly proportional to the results of research conducted by Sugiharjo and Aldata (2018), Astuti and Lesmana (2019) which show that workload and work motivation variables have a significant effect on performance.

4. **Work motivation variable has the most dominant influence on teacher performance at Public Senior High School 2 Sendawar, West Kutai Regency**

In influencing teacher performance at Public Senior High School 2 Sendawar, West Kutai Regency, therefore the fourth hypothesis can be **accepted.**

The results of this study are directly proportional to the results of research conducted by Sugiharjo and Aldata (2018) which shows that the work motivation variable has the most dominant influence on performance. However, it is inversely proportional to the research conducted by Astuti and Lesmana (2019) which shows that the workload variable has the most dominant influence on performance.

CONCLUSION

Partially, the workload has a significant effect on the performance of the teachers of Public Senior High School 2 Sendawar, West Kutai Regency, meaning that if the workload increases, it will affect the performance of the teachers of Public Senior High School 2 Sendawar, West Kutai Regency.

Partially, work motivation has a significant effect on the performance of teachers at Public Senior High School 2 Sendawar, West Kutai Regency, meaning that if work motivation increases, it will affect the performance of teachers at Public Senior High School 2 Sendawar, West Kutai Regency.

Simultaneously workload and work motivation have a significant effect on teacher performance at Public Senior High School 2 Sendawar, West Kutai Regency, meaning that if workload and work motivation increase, it will affect the performance of Public Senior High School 2 Sendawar teachers, West Kutai Regency.

Work motivation has the most dominant influence on teacher performance at Public Senior High School 2 Sendawar, West Kutai Regency.

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