

Pengaruh Komitmen Dan Semangat Kerja Terhadap Efektivitas Di Masa Covid-19 Serta Dampaknya Pada Kepuasan Guru Tk Bina Bangsa Mustika Sembuluh

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Abstrak

Tujuan penelitian ini adalah: (i) mendeskripsikan pengaruh komitmen dan semangat kerja terhadap efektivitas kerja guru TK Bina. PT Mustika Sembuluh Bangsa selama masa covid-19; (ii) mendeskripsikan pengaruh komitmen dan semangat kerja terhadap kepuasan kerja Guru TK PT Mustika Sembuluh selama masa Covid-19; (iii) mendeskripsikan pengaruh komitmen dan semangat kerja Guru TK Sepuluh PT Mustika selama masa covid-19 dan; (iv) mendeskripsikan pengaruh komitmen dan semangat kerja terhadap efektivitas selama masa Covid-19 dan dampaknya terhadap kepuasan kerja Guru TK PT Mustika Sembuluh selama masa Covid-19. Jenis penelitian ini adalah penelitian eksplanatori. Pengambilan sampel dilakukan dengan menggunakan pendekatan "non-probability sampling", dengan metode purposive sampling, terutama dengan jenis "judgment sampling", yaitu sampel yang diambil berdasarkan pertimbangan tertentu. Subyek penelitian ini sebanyak 37 responden. : Hasil penelitian dapat dilakukan dengan data primer, yaitu data yang diperoleh langsung dari objek penelitian. Data primer ini dapat diperoleh dengan cara: Kuesioner, yaitu pengumpulan data melalui daftar pertanyaan (kuesioner) yang telah disusun untuk diisi oleh responden. Hasil penelitian menunjukkan bahwa (i) Komitmen dan etos kerja berpengaruh signifikan terhadap efektivitas kerja Guru TK Bangsa PT Mustika Sembuluh selama masa covid-19. (ii) Komitmen dan etos kerja berpengaruh signifikan terhadap kepuasan kerja Guru TK Bina Bangsa PT Mustika Sembuluh selama masa covid-19. (iii) Komitmen dan etos kerja tidak berpengaruh signifikan terhadap Guru TK PT Mustika Sembuluh Bina Bangsa selama masa covid-19. (iv) Komitmen, etos kerja, efektivitas selama covid-19 serta dampaknya terhadap kepuasan kerja berpengaruh signifikan terhadap Guru TK Bina Bangsa PT Mustika Sembuluh.

Kata Kunci : Komitmen, Semangat Kerja, Efektivitas, Covid-19

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PRELIMINARY

The era of globalization, marked by rapid progress in information technology and science, has an impact on improving services in all fields. On the one hand, employees are faced with demands to meet increasingly high work demands. However, on the other hand, he wants the satisfaction obtained from the work done. This condition gives rise to an interesting phenomenon. Employees in conditions that are faced with a higher workload but still want the satisfaction of the job is something that is interesting to research. In carrying out their work, employees are influenced by commitment (Linz, 2003; Asiedu and Folmer 2007; Schwepker, 2001) and morale (Linz,

2003; Parson and Broadbridge, 2006; Namasivayam and Zhao, 2006). This condition determines whether an employee is satisfied with the work done (Linz, 2003; Asiedu and Folmer 2007).

Many benefits can be obtained if employee satisfaction can be achieved. If employees are satisfied, then there are several costs that can be cut, for example: there is a decrease in absenteeism (absenteeism), and clearly there is an increase in employee effectiveness. Therefore, organizations should not view efforts to increase employee satisfaction as just a cost. Baron and Greenberg (2003: 159) also argue that "satisfaction keeps us from withdrawing from our jobs, but it also makes them more pleasant and enjoyable". Job satisfaction felt by employees is individual. Boles, Madupalli, Rutherford and Wood (2007) argue that each individual has a level of job satisfaction that is not the same. What an individual wants for his job is often different from what other people want. Demirel and Erdamar (2009) suggest that what a person thinks and feels about work and their organization does not only affect a person's behavior at work but also his overall living conditions, for example in terms of his welfare, happiness and health. This depends on achieving the satisfaction, enjoyment and fulfillment expected by employees.

Luthans (2008: 144) states that there are three important things that affect job satisfaction. The first is the employee's commitment to an emotional response to work situations. This dimension cannot be seen, but can be felt by employees. Second, job satisfaction is determined by the extent to which employee morale can be achieved. For example, if an employee has done his job vigorously and well than the employee with less rewards, the employee certainly has a negative attitude or response to his job and his morale decreases. This means that the employee is not satisfied with the job, and vice versa. When, job satisfaction is influenced by work effectiveness. High work effectiveness tends to provide high job satisfaction as well. Various opinions about the factors that affect job satisfaction. Parson and Broadbridge (2006) identified two factors that influence the level of employee job satisfaction, namely intrinsic commitment and extrinsic commitment. Intrinsic environmental factors are related to the work itself or the work environment. Extrinsic commitment is related to external factors that affect employee commitment.

This opinion is complemented by Litz (2003) who adds the following factors that affect employee job satisfaction. Intrinsic commitment affects job satisfaction more than extrinsic commitment. The intrinsic commitment to work that affects job satisfaction is that work provides opportunities to develop abilities and skills, and work provides opportunities to do something useful. Extrinsic commitments that affect job satisfaction are salaries and respect for co-workers. And lastly, high organizational commitment allows greater job satisfaction.

Asiedu, Kofi Fred and Henk Folmer (2000) also show that commitment and morale have a significant effect on job satisfaction. This opinion is supported by research from Namasivayam and Zhao (2006) that organizational commitment has a positive effect on job satisfaction. Based on some of the studies presented above, there are several interesting things to be studied further. First, the studies conducted above all examine job satisfaction. However, this research was conducted in research with the context of non-teacher employees. Second, no research has conducted a single study on the effect of commitment, job satisfaction, work effectiveness during the Covid-19 period and job satisfaction in the context of kindergarten teachers. These two

things constitute an interesting research gap that until now no one has filled it. Therefore, in this study researchers are called to conduct research on the effect of commitment and morale on work effectiveness during the Covid-19 period and its impact on job satisfaction of Bina Bangsa Kindergarten Teachers, PT Mustika Sembuluh at Jln. Jendral Sudirman Km.62 Sampit-Pangkalan Bun was chosen as the object of research based on the first research gap presented above. In this case, because no one has done research on the variables, at TK Bina Bangsa PT Mustika Sembuluh.

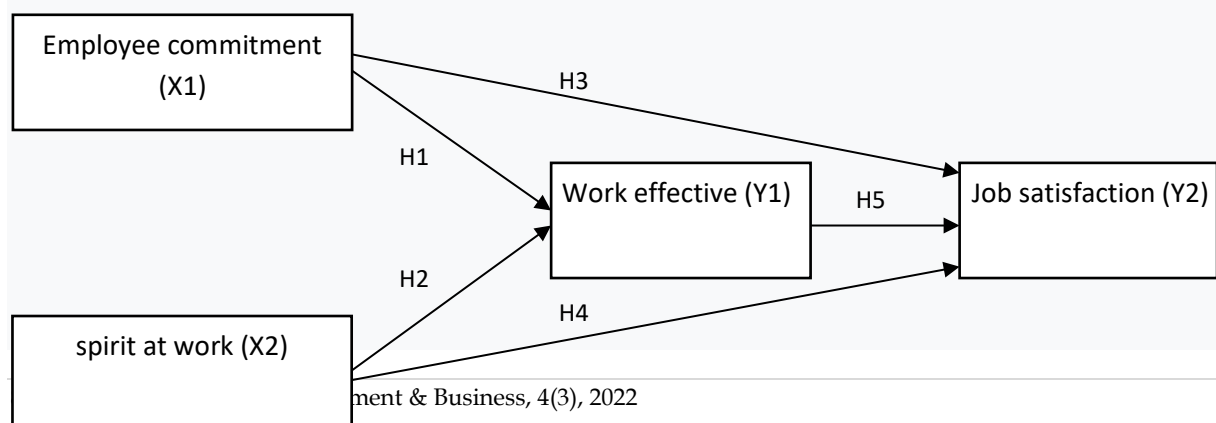
This research is a replication developed from previous studies. The research gap of this study with previous research is the most important can be seen from the variables raised and the object of research. Based on these opinions, two independent variables are adopted, namely commitment and morale, one intervening variable, namely work effectiveness and one dependent variable, namely job satisfaction. Data analysis uses multiple linear regression to determine the effect of individual characteristics, job characteristics and organizational commitment to job satisfaction. Based on the things described above as well as the importance of commitment and morale to work effectiveness and its impact on job satisfaction, researchers are interested in conducting research with the title "The influence of commitment and morale on effectiveness during the Covid-19 period and its impact on the satisfaction of Bina Bangsa Kindergarten Teachers." PT Mustika Sembuluh

THEORETICAL BASIS

Desiana and Soetjipto (2006) commitment is seen as a value orientation towards the organization which shows that individuals really think about and prioritize their work and organization. Individuals will try to give everything they have in order to help the organization achieve its goals. Moekijat (2007) stated that morale describes feelings related to soul, group spirit, joy, and activities. If workers seem happy, optimistic about activities and tasks, and friendly to each other, then the employee is said to have high morale. Conversely, if employees appear dissatisfied, irritable, often sick, argumentative, anxious, and pessimistic, then this reaction is said to be evidence of low morale. Then based on the synthesis of these findings we can draw some meaningful conclusions with respect to the variables that have a direct impact on the success or failure of an organization. Job satisfaction is a person's attitude towards their job, which stems from the aspect of work, namely wages (salary), promotion opportunities and work environment factors such as supervisor style, policies and procedures, working conditions.

Conceptual Framework

The Influence of Commitment, Work Spirit and Work Effectiveness on Job Satisfaction.



Source: Primary data processed, Year 2019.

Covid-19 is a disease whose cause is the Corona virus which attacks the respiratory tract. This disease was first detected in Wuhan, China. As it is known that SARS-Cov-2 is not a new type of virus. However, in the scientific explanation a virus is capable of mutating to form a new genetic makeup, in short, the virus remains the same type and only changes uniformly. The reason for giving the name SARS-Cov-2 is because the corona virus has a close genetic relationship with the viruses that cause SARS and MERS..

DISCUSSION

The research shows that morale has a dominant effect on work effectiveness. This is indicated by the regression coefficient value of 0.605 which is greater than the regression coefficient of employee commitment 0.192. Therefore, to increase work effectiveness through work spirit, TK.Bina Bangsa. PT Mustika heal. need to pay attention and maintain the morale of its employees. Many leaders have an interest in employee morale. They agree on policies related to increasing morale, because with high morale the company's goals carried out by a leader will be achieved.

Passion and work spirit have become company capital to increase work effectiveness. If passion and morale are neglected, many problems will arise. There are several ways to encourage and maintain morale. According to Moekijat (2009), among others:

- a. The leader must show his enthusiasm. Leaders have become role models for subordinates / employees, employees' attitudes are influenced by superiors. The behavior of the leader becomes an example for subordinates. So the attitude of the leadership is very influential on the level of passion and morale towards productivity.
- b. Give praise to commendable employees. An authoritative leader is a leader who is willing to acknowledge the work of his employees. Employees who have completed work according to the rules sometimes want to get recognition, therefore praise and praise are needed by them
- c. A conducive work environment. Another effort to increase passion and morale is through a work environment that makes employees feel at home. Despite their importance and influence, many companies do not pay attention to this effort.
- d. Opportunity. Subordinates also want to occasionally play a role in decision making. Leaders should always invite their employees to be seen in the formulation of a problem in the company even though they are not dominant.

Based on the above opinion regarding how to maintain and encourage work morale, it can be said that the role of the leader is very influential in the formation of strong work enthusiasm and motivation. Employees desperately need a place where they can devote themselves to their abilities. Employees look forward to providing opportunities for company leaders in the work process to work optimally and expect praise for their work. Nitisemito (2010) also suggests several other ways to increase morale, both material and non-material. Which method is the most appropriate, of course, depends on the situation and conditions of the company. These ways are as follows:

- a. Sufficient salary. Every company should provide adequate salaries to its employees. Amount paid to employees without causing harm to the company. The greater the salary they provide, the more they can meet their needs. The problem of the amount of salary must be considered, especially for employees who have big responsibilities. Additional salary in the form of other benefits in the form of rice, health care, housing facilities and so on.
- b. Caring for spiritual needs. Apart from their material needs in the form of a sufficient salary, they also have spiritual needs. These spiritual needs include, among other things, a place for worship, recreation, participation and so on.
- c. Occasionally it is necessary to create a relaxed atmosphere. A routine work atmosphere often creates boredom and tension for employees. To avoid such a thing, companies need to create a relaxed atmosphere at certain times. There are many ways that companies can do, for example by holding joint recreation, holding sports competitions between employees and so on. Of course, this method must be adapted to the company's capabilities and implemented at a certain time. For example, a company anniversary or Indonesia's independence day and so on.
- d. Self-esteem needs attention. Good companies usually have skilled employees whose work is reliable. With such circumstances the company will rapidly advance. However, unexpectedly, many employees moved to other companies, even though the salary they were given was adequate. This is related to the issue of money's self-esteem.
- e. Put employees in the right positions. Every company must be able to place its employees in the right position according to their abilities. Inaccurate placement of employees will cause work to be less smooth and will not get maximum results. Starting from the inability to master work resulting in a loss of enthusiasm at work resulting in decreased productivity. In order for proper employee placement, the services of a psychologist can help solve this problem.
- f. Give them the opportunity to move forward. Excitement and enthusiasm for work will arise if they have hope for progress. Every company should provide opportunities for its employees, especially employees who excel. The award can be in the form of recognition which is then accompanied by prizes, salary increases, promotions, changes in positions that are more appropriate and so on. A good company not only provides awards, it even provides educational programs for its employees.
- g. Feelings of security in facing the future need attention. A large company will always pay attention to the security of the future of the profession for its employees. To create a sense of security in facing the future, there are companies that have employee retirement plans. However, not all companies can hold this program. So, each company should try to make their business stable. An unstable company will cause anxiety. This problem is actually important for employees, but usually many have an impact on finances. For the company this is important because employees will feel reluctant to leave the company if they are tied to insurance that guarantees a feeling of security in old age.
- h. Try to have employees loyalty. Loyalty and employee loyalty to the company will create a sense of responsibility. Responsibility can create passion and enthusiasm for work. To increase employee loyalty to the company, the leadership must make efforts to make employees feel the same as the company. One way to increase employee loyalty to the company is by providing the opportunity to own shares in

the company. Loyalty can also be generated by giving adequate salary, attention to spiritual needs and other positive things.

- i. Occasionally employees need to be considered negotiating. If the company plans something important, employees should be invited to negotiate. For example, let's say we will increase sales by 25% for the next year. So every employee in charge of sales, production, purchasing and finance should be invited to negotiate. By including them in the negotiations, a feeling of responsibility will arise so that they implement the new policy better. However, it does not mean that the employees who are invited to negotiate are all parts. Employees who are invited to negotiate are employees who are related to the problem to be implemented.
- j. Targeted intensive giving. In order for the company to obtain direct results, in addition to the methods mentioned above, an intensive employee giving system can also be adopted. The company will provide additional directly to employees who have higher achievements. This method is very effective to boost employee passion and enthusiasm. Of course, this method must be encouraged with the right wisdom. Providing incentives for employees without any research will feel futile. Companies must see their loyalty, how happy they are, to what extent they can achieve achievements for the benefit of the company.
- k. Fun work environment. Whenever possible, each company should provide pleasant facilities for the company. If these facilities are able to increase employee enjoyment, enthusiasm and excitement can also be increased. Fun facilities are not in a narrow sense, the facilities here are in a broad sense so that they include medical centers, places of worship, clean toilets and so on. If the company is able to improve facilities and a conducive work environment, employees will think creatively and be full of initiative.

In addition, to increase job satisfaction through job effectiveness parties need to pay attention to work effectiveness, there are seven things that have the potential to hinder work effectiveness (<http://republika.co.id>). First, do not have clear goals and measurable targets. Without measurable goals and targets, everything we do becomes out of focus. This is what then time and energy become ineffective. Unfortunately, we often work without knowing to

what we work for. We also pray, but often don't know what we are praying for. By having a clear goal, our every step will be more meaningful. Second, it doesn't have a detailed plan. After having clear goals and measurable targets, we are required to have a detailed plan. Detailed plans are like a map that will guide every step, so that the time we have is really effective. Without a map, again we will be trapped in a waste of time and energy. Third, being disorganized in life.

This disorder will usually cause a lot of trouble. Not eating regularly, for example, will invite disease. Likewise irregular at work, exercising, studying, and so on. Fourth, communication is not good. Seventy percent of our life activities are filled with communication. So, whoever wants to be effective in his life, he must have good communication skills. Many problems are born from broken communication. Trivial problems can destroy a household if husband and wife cannot communicate properly. Likewise in the office, on the market, at school and everywhere else. One reason for communication failure is the strong suspicion / prejudice and the incomplete information we receive about something. So make sure, our communication meets the

elements of TENSOFALES, namely the delivery is Calm, Polite, Fluent, Slick, Gentle and Sufficient.

And it doesn't hurt. Fifth, unnecessary conflict. My brother, fuss over small and unsubstantiated matters has the potential to cause unnecessary conflict. When there is a conflict, then our energy will be drained, so that our main task is neglected. When a husband and wife are involved in a conflict, for example, the functions in the household will be neglected, the child will lose love and the blessings of life will be lost. Therefore, when there was an contact. In any condition, what we put forward is not ego and lust, but the 3S Spirit, namely the spirit of siblings, the spirit of solutions and the spirit of mutual success. Sixth, be emotional. Besides disturbing the atmosphere, emotional attitudes will hinder work effectiveness. Emotional people also tend to exaggerate problems, are vengeful, and demanding. If so, our productive time will be wasted. Therefore, it is impossible for a work to be of quality, if it is done in an emotional state. Seventh, procrastinating on work. Each time has its own rights. When we postpone a job, then at the same time we have taken the right part of the time. And this is the beginning of new problems. Brother, every second we pass is a series of decisions. Then choose the best decision. One of them is by not delaying it.

Not only in terms of health, the COVID-19 outbreak also has an impact on other sectors, namely the social and economic sectors. Such as the statement describing the problem of one video uploaded to the Youtube channel by NasDas Official entitled Be Careful of The Next 2 Years, which is a statement that reveals that COVID-19 has not disappeared on earth for at least 2 years which has an impact on social conditions, namely poverty and job loss. , then both of these things could happen in Indonesia based on the presentation of the following study. According to a study conducted by Suryahadi et.al (2020) which predicts Indonesia's average poverty rate will increase at the end of 2020 so that this increase will cause around 8 million people to experience new poverty due to this outbreak.

This estimation data was obtained based on Susenas data for March and September 2019. In addition, there are data on poverty levels in 2006 and 2007 to see the existing pattern, because that year there was a spike in poverty due to rising world oil prices. So that it is predicted that by the end of the year, Indonesia's average poverty rate will reach 9.7%, which previously in September 2019 reached 9.22%. The prediction of an increase in the percentage of poverty is also based on economic growth. If economic growth decreases by 1%, it will at least add about 1.4% to the percentage of poverty. Not only based on the estimated data, the situation in the field is also described as such. Some 2.8 million people have lost their jobs, and projections suggest at least another 5.2 million will lose their jobs as the pandemic spreads. Therefore, the KSPI (Confederation of Indonesian Workers Unions) asked the government to take firm steps on this matter.

At least the government has planned to disburse funds of 405 trillion rupiah for cash assistance. food, health, social and business development assistance. Seeing this crisis, Australia sees the need to provide assistance to Indonesia, at least providing interest-free loans because even though Indonesia has survived the crisis in previous years, it seems that the situation this time is quite serious (Emma dan Natalia, 2020). One example of a case from an affected profession is motorcycle taxi and angkot drivers with a 44% decrease in income.

Therefore, the government prepares social assistance to affected residents. On the other hand, the closure of shops and offices certainly has an impact on those who

sell goods and food. There has been a decrease in purchases as people prefer to shop online. Therefore, they, the party with minimal income, could leave Jakarta but they are at risk of spreading the virus throughout Indonesia. (Asia News Monitor, 2020). The government finally made a Pre-Employment Card policy to provide free training by prioritizing 3.7 youth unemployed aged 18-24 years. So this job training is digital based by collaborating with digital unicorn startup companies in Indonesia such as Bukalapak, Mau Defend Jarapa, Pintaria, Teacher's Room, Your School, Media Shop, Pijar Mahir, and Sisnaker. This is done because 90% of the total young job seekers have never attended certification training, with most high school graduates. The distribution of pre-employment cards is expected to increase their competence, competitiveness and productivity amid the COVID-19 outbreak. So it is hoped that this will be one of the solutions to the large number of unemployed as a result of the impact of this pandemic (Asia News Monitor, 2020).

According to Komnas Perempuan, the burden experienced by women is doubled for women who have families and work. So the problem of domestic work is borne by women at the same time when women work at home which many complain about today. So, it is necessary to have cultural recommendations, namely how a family can divide tasks and work together to manage the life that must be at home (bbc.com, 2020). So it can be concluded that the socio-economic impact is not only around increasing poverty due to the loss of jobs, difficulties in access to health, but also in the cultural realm where there is an increasingly unequal gender inequality which many women complain about. On the other hand, the statement in the video regarding the impact if COVID-19 persists for 2 years there is the possibility that Indonesia will also experience the impact of poverty and the loss of several types of work because the current situation also reflects this.

CONCLUSION

Based on the description or discussion data, it can be concluded that how is the influence of commitment and morale on effectiveness during the Covid-19 period and its impact on teacher satisfaction at TK Bina Bangsa PT. Mustika Sembuluh as follows:

1. Commitment and work spirit have a significant influence on the effectiveness of the work of the TK Bina Bangsa PT Mustika Sembuluh Kindergarten teacher during the Covid-19 period
2. Commitment and morale have a significant influence on job satisfaction of the TK teachers at Bina Bangsa PT Mustika Sembuluh during the covid-19 period
3. Commitment and work enthusiasm had no significant effect on PT Mustika Sembuluh Kindergarten Teachers at the Covid-19 period
4. Commitment, morale, effectiveness during the Covid-19 period and their impact on job satisfaction have a significant influence on the TK Teachers of Bina Bangsa PT Mustika Sembuluh

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