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FACULTY OF EDUCATION AND TEACHER TRAINING  
THE STATE INSTITUTE FOR ISLAMIC STUDIES SULTHAN THAHA SAIFUDDIN JAMBI**

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# THE 3<sup>rd</sup> INTERNATIONAL ISLAMIC EDUCATION seminar

# PROCEEDING

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Creating Education for All  
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Faculty of Education and Teacher Training  
State Institute for Islamic Studies  
Sulthan Thaha Saifuddin Jambi  
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**3<sup>rd</sup> INTERNATIONAL ISLAMIC EDUCATION  
SEMINAR PROCEEDING 2015**

**Islamic Education and Science Reintegration  
in Improving Education for All  
(*Excellence, Equality, and Equity Higher Education*)**

***Jambi, Shang Ratu Hotel  
28<sup>th</sup> December 2015***

**Faculty of Education and Teacher Training  
State Institute for Islamic Studies  
Sultan Thaha Saifuddin  
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# 3<sup>rd</sup> INTERNATIONAL ISLAMIC EDUCATION SEMINAR PROCEEDING 2015

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## FOREWORDS

In anticipation of the challenges and opportunities faced by the Islamic Education in the current situation, the Faculty of Education and Teacher Training, IAIN Sulthan Thaha Saifuddin Jambi proudly held and hosted THE 3<sup>RD</sup> INTERNATIONAL ISLAMIC EDUCATION SEMINAR at Shang Ratu Hotel on 28 December 2015 Jambi, Indonesia. With the theme "ISLAMIC EDUCATION AND SCIENCE REINTEGRATION IN IMPROVING EDUCATION FOR ALL", this conference was projected as a medium for academics, researchers, teacher-researchers, practitioners, and enthusiasts in English education and other related discipline for gathering, sharing, and disseminating their research as well as best practices in Islamic Education. Through this proceeding, the organizing committee has collected 21 papers on various sub-themes related to the theme of the conference, written and presented by participants from Indonesia as well as from other countries.

All the papers published here were not peer-reviewed and not edited in terms of the contents, nevertheless they have undergone a layouting process to ensure consistency in the publication and have met the basic requirements set by the committee. The contents, opinions, and arguments proposed in the papers are therefore the sole responsibilities of each individual author. The committee shall not be held responsible for any ethical issues and validity of the research, nor approve of the views presented by the authors.

We also would like to extend our deep gratitudes to all invited speakers, presenters, and participants of the conference for sharing their wonderful ideas and thought. We therefore hope that we would be able to expand our knowledge of THE 3<sup>rd</sup> INTERNATIONAL ISLAMIC EDUCATION SEMINAR. We are looking forward to meeting you again in other seminar hosted by our faculty

Jambi, December 2015

The organizing committee

## ACKNOWLEDGEMENT

The organizing committee of THE 3<sup>rd</sup> INTERNATIONAL ISLAMIC EDUCATION SEMINAR would like to acknowledge the following individuals who served as the anonymous reviewers for the abstract submissions and the individuals involved in the process of publishing these proceedings.

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# **ELEMENTARY PRIVATE TEACHERS' WELFARE AT A DEVELOPMENTAL CITY (JAMBI CITY)**

**Denny Denmar**  
**University of Jambi**

## **Abstract**

The purpose of this quantitative study is to find the correlations between several factors which related toward elementary private teachers' welfare, especially in a developmental city of Indonesian. This study was conducted as non experimental research. The participants were chose by simple random sampling by choosing 150 of 1500 elementary private teachers in Jambi City. This study used survey by questionnaire which combined with correlation techniques to know the correlation among degree of education, degree of health, teachers' welfare and motivation on working. The results of this study found that degree of healthy was highest effect for elementary private teachers of all.

**Key Words:** Welfare, Elementary Education, Private Teacher

## **Introduction**

Nowadays, welfare is a demand for human and becomes a crucial thing for everyone. It relates with basic needs such as clothe, food, house, health, and education. As educator of elementary private school, teachers have to be able to icrease their teaching ability by creating new creativity which can support their teaching quality. On the other hand, there are several factors that can be problems for teachers to be creative in their teaching style which also relates with teachers' welfare. They are teachers' motivation on working, degree of healthy and degree of education.

Motivation on working becomes the first factor to gain welfare in any proffession. It was a construct of the beginning, direction, intensity and presence of behavior in achieving goal (Fred Luthans, 1985). In this case teachers have to understand what should they do as a professional educator and what they want to get from their professions. In addition, degree of healthy being a crucial influence toward teachers' welfare. Moreover, degree of education is also a dominant factor to get welfare as an elementary private teachers. Base on these analyzing, the purpose of this study was to find several correlations among them. The first, is there any correlation between working motivation and teachers' welfare?. The second, is there any correlation

between degree of education and teachers' welfare?. And the third, is there any correlation between degree of healthy and teachers' welfare?. The functions of this study are to accumulate knowledge for reader which can help reader to know teachers's welfare in elementary private school. In addition, this study can be additional information for government to solve teachers' problems especially in private school. Then to know the correlation among working motivation, degree of health, degree of education and elementary private teachers' welfare.

### **Why Focus on Elementary Private Teachers**

Base on survey, private school is more discipline than public school. And it also has strong rules for all employee than public school. These condition has created specific atmosphere than public school. Moreover, increasing of career is not too clear in private school. In addition, lack of health protection center. Researcher was also more interested on elementary school because teachers' responsibility was more needed than senior high school or junior high school. As an educator in an elementary school, a teacher sometimes helps the students to neat their uniform or accompany them to go to toilet. It happened because they were children who needs more attention from the teacher even only to accompany them to go to the toilet when they were afraid or to neat their zipper. So, being an elementary teacher is not easy and it becomes challenge for the one who love with.

### **Theoretical Framework**

Welfare of the community is the economic welfare of society. The condition of society defined by the economic system of society itself. It aimed to achieve social welfare for the maximum (Brownlee and Edward Allaen, 1954). An issue which concerns toward distribution of income is controversial in economics. According to Samuelson (1980), an important concept in economics is gross national product or "gross national product".

In addition, the gross national product as a measure of true well-being of a nation, because there are key elements of well-being that has not been accounted, such as the value of free time or breaks that provide additional psychological satisfaction, as well as his own works and others. Therefore, the figures of gross national product needs to be fixed or improved in order to obtain better economic namely by "net economic welfare" (Samuelson, 1980). According to the Agency of statistics center, the welfare aspects covers basic needs, such as access to public services, access to information and entertainment as well as employment opportunities. Basic needs include income, food, residential facilities, house, clothing and health conditions (CBS, 1996).

Motivation encourages people to take action to do something. Thus motivation was a construct that describes the beginning, the direction, intensity and presence of individual behavior in achieving goals (Fred Luthans, 1985). Concept of motivation covered by habit, the need for the group, discrepancies and curiosity (Thomas L. Good and Jere E. Brophy, 1990).

Motivation is an important factor that affects a person to do an activity (work) day-to-day (Edward EL, 1994). There are three main elements to understand the motivations : (1) a strong desire, (2) behavior, and (3) kearahana purpose, because motivation can be said as the wants, needs and interests. Activating and directing individuals to behave in an effort to achieve the goal (R. Dennis M, 1983).

JJ Rousseau stated that education should emphasize on the uniqueness and individual awards. Education should develops special qualities of individual and provides the opportunity to learn from real experiences, when individuals learn skills practically, they get more than just simple exercises (Broom, loc.cit).

According to Galen and nobility (1969) stated in the days of ancient Greece, health is a part of the activity or activities reasonably be free from pain. Furthermore, the constitution of the World Health Organization WHO (1947) stated that health covered physical health, mental (spiritual) and social as well as there was not disease or weakness. The statement implied that health had a positive impact. Health problems are very complex problem, which is interrelated with other issues beyond health itself, including the environment. It is necessary to maintain health of the environment. The scope of health include: housing , sewerage, water supply, waste disposal and waste water, etc. (Soekidjo Notoadmojo, 1997). The health condition of a person would affect to living conditions of the people, such as economic activities, work productivity, which affected earnings ( Gunnar Mydal, 1971).

### **Research Site, Sampling Procedures and Participants**

The site for this study was at several private elementary schools in Jambi City, that has more than 1500 teachers. For this study researcher defined participants by simple random sampling which consist of 150 Elementary Private Teachers as sample to gain more information of the correlation between several factors with Elementary Private Teachers' Welfare.

### **Data Collection Procedures and Methodology**

The purpose of this quantitative study was to examine the relationship among quantitative variables in correlation research (Christensen & Johnson, 2008, p. 44) towards Elementary Private Teachers' welfare. This study used survey which combined by correlation techniques to know the correlation

between educational degree, health degree, teachers' welfare and motivation of working.

Data collection consisted of questionnaire which created by researcher toward educational degree as factual variable which asked how long participants got formal education until their last education, this instrument was not calibration. On the other hand, researcher used calibration for validity and reliability toward welfare, health degree and motivation of working. Then data were analyzed by researcher using descriptive statistic and inferential statistic. Descriptive statistic used to present data of each variable by single that was teachers' welfare. Otherwise, inferential statistic used to examine the hypotheses of the research by analyzing of regression and simple correlation by analyzing of regression and plural correlations.

### Findings and Discussion

This study used survey with technique correlation. After testing the hypothesis then obtained the following results:

First, there was a positive relationship between motivation on working with teachers' welfare teachers, the simple correlation coefficient of 0.80 and a partial coefficient of 0.19 and a correlation coefficient of 0.64 determination. It explained that there was a strong correlation between motivation on working and teachers' welfare. And if The regression equation of Y on X1 is  $Y = -10.499 + 1.334 X1$  with analysis of variance as follows :

**ANOVA table for Linearity Regression Test of Significance and Welfare of Teachers ( Y ) on Teacher Work Motivation ( X1 ).**

| source<br>Variants | JK        | Dk  | RJK      | F <sub>0</sub>     | F <sub>t</sub> |      |
|--------------------|-----------|-----|----------|--------------------|----------------|------|
|                    |           |     |          |                    | 0,05           | 0,01 |
| Total              | 946597,00 | 150 |          |                    |                |      |
| Regresi (a)        | 932834,94 | 1   |          |                    |                |      |
| Regresi            | 8854,70   | 1   | 8854,700 | 267,05**           | 3,91           | 6,81 |
| (b/a)              | 4907,36   | 148 | 33,158   |                    |                |      |
| residual           |           |     |          |                    |                |      |
| tuna fit           | 31,43     | 22  | 14,383   | 0,39 <sup>ns</sup> | 1,61           | 1,99 |
| error              | 4590,93   | 12  | 36,868   |                    |                |      |

\* ) Significant regression (  $F_0 = 267.05 > F_t = 6.81$  )

<sup>ns</sup> ) Regreation linear form (  $F_0 = 0.39 < F_t = 1.61$  )

JK = sum of squares

F<sub>0</sub> = F or F Calculate Obserfation

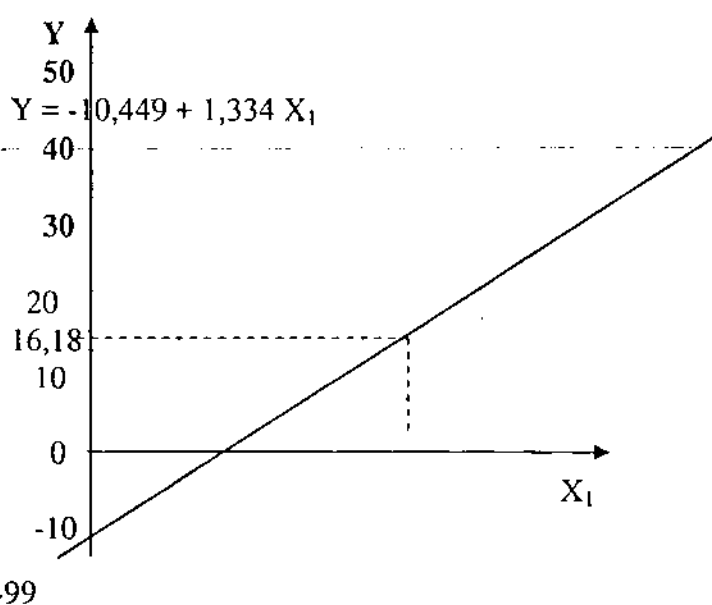
F<sub>t</sub> = T table

Dk = degrees of freedom

RJK = average number of squares ,

<sup>ns</sup> = Not significance

### Regression Line graph $Y = -10,499 + 1,334 X_1$



Secondly, there was a positive correlation between degree of education and teachers' welfare. The simple correlation coefficient of 0.59 and a partial correlation coefficient of 0.16, and the coefficient of determination of 0.35. These explained that degree of education had big power toward teachers' welfare.

The regression equation of Y on X2 is  $Y = 58.815 + 2.671 X_2$  with varans analysis as follows :

#### ANOVA table for Linearity Regression Test of Significance and Welfare of Teachers ( Y ) on Level Teacher Education ( X2 )

| source<br>Variants | JK        | Dk  | RJK     | $F_0$              | $F_{\alpha}$ |      |
|--------------------|-----------|-----|---------|--------------------|--------------|------|
|                    |           |     |         |                    | 0,05         | 0,01 |
| Total              | 946597,00 | 150 |         |                    |              |      |
| Regresi (a)        | 932834,94 | 1   |         |                    |              |      |
| Regresi (b/a)      | 4711,80   | 1   | 4711,80 | 77,05**            | 3,91         | 6,81 |
| residual           | 9050,26   | 148 | 6,150   |                    |              |      |
| tuna fit           | 159,62    | 1   | 159,62  | 2,64 <sup>ns</sup> | 3,91         | 6,81 |
| error              | 8891,54   | 147 | 60,49   |                    |              |      |

\* ) Significant regression ( $F_0 = 77,05 > F_t = 6,81$ )

<sup>ns</sup> ) Regreation\*linear form ( $F_0 = 2,64 < F_t = 6,81$ )

JK = sum of squares

$F_0 = F$  or  $F$  Calculate Observation

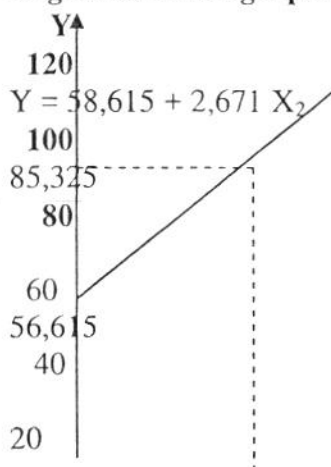
$F_t = T$  table

Dk = degrees of freedom

RJK = average number of squares ,

<sup>ns</sup> = Not significance

Regression Line graph  $Y = 58,615 + 2,671 X_2$



0 →

20

$X_2$

Third, there was a positive relationship between degree of health with teachers' welfare. The simple correlation coefficient of 0.83 and a partial correlation coefficients of 0.33 and coefficient of determination of 0.69.

The regression equation  $Y$  on  $X_3$  is  $Y = 15.269 + 1.043 X_3$  with analysis of variance as follows :

**ANOVA table for Linearity Regression Test of Significance and Welfare of Teachers (  $Y$  ) on Soundness of Teachers (  $X_3$  )**

| source<br>Variants | JK        | Dk  | RJK      | $F_0$              | $F_t$ |      |
|--------------------|-----------|-----|----------|--------------------|-------|------|
|                    |           |     |          |                    | 0,05  | 0,01 |
| Total              | 946597,00 | 150 |          |                    |       |      |
| Regresi (a)        | 932834,94 | 1   |          |                    |       |      |
| Regresi            | 9390,39   | 1   | 9390,390 | 317,19**           | 3,91  | 6,81 |
| (b/a)              | 4371,67   | 148 | 29,538   |                    |       |      |
| residual           |           |     |          |                    |       |      |
| tuna fit           | 524,83    | 30  | 17,494   | 0,54 <sup>ns</sup> | 1,54  | 1,86 |
| error              | 3846,84   | 118 | 32,600   |                    |       |      |

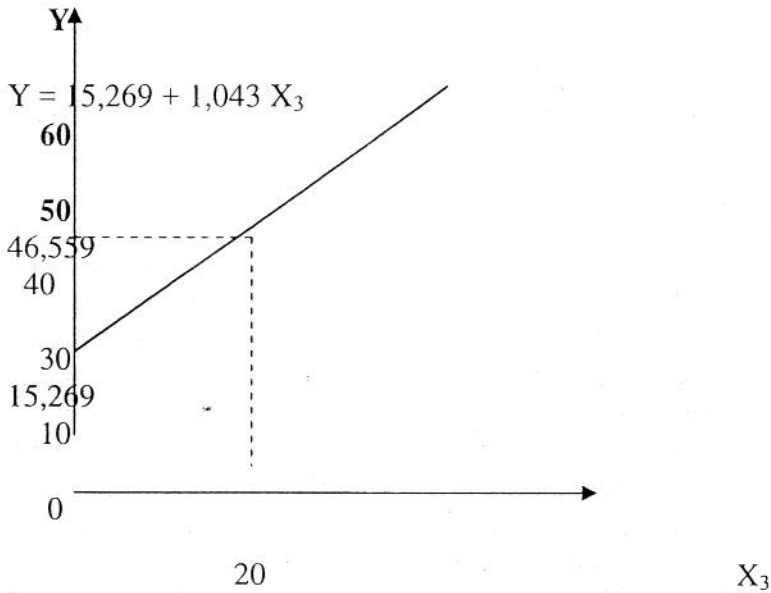
\* ) Significant regression ( $F_0 = 317,91 > F_t = 6,81$ )

<sup>ns</sup> ) Regreation linear form ( $F_0 = 0,54 < F_t = 1,86$ )

JK = sum of squares

$F_0$  = F or F Calculate Obserfation  
 $F_t$  = T table  
Dk = degrees of freedom  
RJK = average number of squares ,  
<sup>ns</sup> = Not significance

Regression Line graph  $Y = 15,269 + 1,043 X_3$



Fourth, there was a positive relationship among motivation on working, degree of education, degree of health, and teachers' welfare. With a determination coefficient of 0.71.

The relationship formed plural linear regression equation  $Y = 6.618 + 0.415 X_1 + 0.524 X_2 + 0.664 X_3$  with analysis of variance as follows :

| source<br>Variants | JK       | Dk  | RJK      | $F_0$     | $F_{-t}$ |      |
|--------------------|----------|-----|----------|-----------|----------|------|
|                    |          |     |          |           | 0,05     | 0,01 |
| Total              | 9657,357 | 3   | 3219,119 | 114,502** | 2,67     | 3,91 |
| residual           | 4104,703 | 149 | 28,114   |           |          |      |
| Error              | 13762,06 | 149 |          |           |          |      |

\*) Significant regression ( $F_0 = 114,502 > F_t = 3,91$ )

Based on the result of researcher's tests. The strength of the relationship of each variable with other independent variables to control the strength of relationship will visible in the following table.

**Table 5. Table Sort Descending Rating magnitude Partial Correlation Coefficient**

| No | Partial Correlation Coefficient | Ranked |
|----|---------------------------------|--------|
| 1  | $r_{y1.23} = 0,19$              | second |
| 2  | $r_{y2.13} = 0,16$              | third  |
| 3  | $r_{y3.12} = 0,33$              | first  |

Indeed, it could be concluded that the first rank was the degree of health variables (X3) with  $r_{y3.12} = 0.33$ , the second was motivation on working (X1) with  $r_{y1.23} = 0.19$ . And the third was degree of education variables (X2) with  $r_{y2.13} = 0.16$ .

### Conclusion

Based on the result of this study, It can be concluded that the change of motivation on working would be followed by the change of teachers' welfare. If teachers' motivation increase so the teachers' welfare would increase. And if teachers' motivation on working decrease, the teachers' welfare would decrease. The second, teachers' welfare increased if their degree of education increased. The third, if teachers' degree of health increased would be followed by increasing of teachers' welfare. On the other hand, if teachers' degree of health decreased would followed by decreasing of teachers' welfare. Fourth, there was a very positive significant relationship among motivation on working, degree of education, and degree of health. Those factors increased teachers' welfare strongly. The elementary private teachers' welfare could be increased by those factors. It suggested that changes on teachers' motivation, degree of health and degree education would be followed by changes in the welfare of teachers.

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