

Influence of Work Ethos, Motivation, Teacher Commitments Teacher to Satisfaction in Bina Agung Education Foundation Medan

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ABSTRACT

Bina Agung Education Foundation Medan is one of the private schools in Medan city. The Bina Agung Education Foundation provides educational services for children who are located on the edge of the city of Medan. The Bina Agung Education Foundation always strives to provide quality education for its students. In providing quality education, the quality of teachers must be improved through a high work ethic, motivation and commitment of teachers. This study aims to determine and analyze the effect of work ethic, motivation and commitment of teachers on teacher job satisfaction. The problems in this study are the work ethic of teachers, motivation and commitment of teachers to teacher job satisfaction of the Medan Bina Agung Education Foundation know the effect of teacher commitment to the job satisfaction of teachers at the Medan Bina Agung Education Foundation. The populations in this study were the teachers of Medan Bina Agung Education Foundation with a sample of 35 people. The research sample is a saturated sample. Validity and reliability test, normality test, multicollinearity test, and multiple linear regression using SPSS. The results showed 1) there is a positive and significant effect on work ethic on teacher job satisfaction. 2) there is a positive and significant influence of motivation on job satisfaction 3) there is a positive and significant influence of teacher commitment to the job satisfaction of teachers at the Medan Bina Agung Education Foundation.

Keywords: Work Ethic, Motivation, Teacher Commitment, and Job Satisfaction

INTRODUCTION

Competent human resources are a challenge for every developing nation. To get competent human resources, education and training are needed. Education provided is formal education (school) and non formal education (tutoring and training). However, education carried out in Indonesia is currently still a primary means and vehicle

for developing human resources in a systematic, pragmatic and tiered manner.

Human resources are capable employees can plan and formulate and carry out all the company's strategies and objectives to be achieved. To run an organization requires human resources who are experts in their respective fields. Every human resource has skills and competencies that are different from each other. The

diversity of expertise and competence of each human resource makes an organization can carry out the company's vision and mission to be achieved.

Competition in private schools is that schools must be able to provide quality education services. Quality education includes competent teaching staff (teachers), school environment, school facilities etc. Teaching staff that is compelled can be obtained through the school concerned about the welfare of the teachers. Job Satisfaction according to Luthans (2006: 243) is a positive and pleasant emotional state that results from an assessment of a job or work experience.

Job satisfaction is one aspect that must be considered by leaders or principals to improve the quality of work of teachers.

Job satisfaction includes several factors namely salary, incentives, working conditions, work safety, security and promotion of position

Bina Agung Education Foundation is one of the foundations of private universities that provide quality education. One of the main problems faced by the Bina Agung education foundation is that job satisfaction among teachers is relatively low. This low job satisfaction can be seen from the teacher arriving late so the process of class hours is stopped temporarily, and there are still frequent absenteeism (absent) from work during school hours. The teacher also felt dissatisfied with the salary given by the foundation and supporting school facilities that were still lacking in supporting the learning process in the classroom.

Table 1 Pre-survey Results Satisfaction of Teachers At the Bina Agung Education Foundation Medan 2019

No	Question	Respondents' Answers									
		Very Satisfied	%	Quite Satisfied	%	Less Satisfied	%	Not Satisfied	%	Total	%
1	Satisfied With Salary	12	34	13	37	6	17	4	11	35	100%
2	Satisfied With The Work Environment	12	34	10	3,5	8	22,8	5	14	35	100%
3	Satisfied With Work as a Teacher	20	57	6	17	7	20	2	5,7	35	100%
4	Satisfied With Promotional Opportunities Provided by The Bina Agung Education Foundation	10	3,5	11	31	9	25	5	14	35	100%

Source: Survey of Teacher Satisfaction in the Bina Agung Education Foundation Medan 2019 (Data Processed)

From the data in Table 1 above we can see that there are still 6 teachers who are not satisfied with the salary given by the Bina Agung education foundation, which is 6 people, with a percentage of 17% and who states that they are not satisfied with the salary received by 4 teachers with a percentage of 11%.

Education is a bridge to improve one's standard of living. With education, moral and moral development of every human being. In developing the quality of human resources, the role of an educator is needed, namely the teacher. The teacher is a noble work due to his example and his work in ordering the nation's children. Glory must be achieved and pursued. There are teachers who work merely to do their duties. Enter morning go home late afternoon. Work routine as if it's enough. Characteristics of

teachers do not have a work ethic, more time is spent to relax and less productive work.

A teacher should have a high work ethic. Every second of the time passed produces a number of tangible works in educating students. Teachers are the spearhead in the world of education.

The challenge faced by the world of education today is how the country can provide equitable and quality education for all the people of Indonesia. Whether it's the provision of schools, teaching staff (teachers), and other supporting facilities such as textbooks.

The teacher is a human resource that is directly related to his students. The teacher is someone who can determine the success of their students in formal education. Teachers also can build the

character of a nation. In carrying out their duties the teacher performs learning tasks for his students in the classroom. Learning given by the teacher is an effort in improving the quality of the student. In carrying out the improvement of the quality of students, teachers must have the conditions in teaching and effective learning in class. Teachers must be able to create a learning atmosphere that is fun and respectful (democratic) for their students, including:

1. Teachers must use more methods when teaching, Variation of methods by providing interesting teaching materials for students easily accepted and understood by students so that the class comes alive.
2. Growing motivation, this is very influential in the progress of the development of students. In the process of teaching and learning if the motivation given by a teacher is right about the target will increase learning activities, with clear goals, students will study harder and be more diligent (Slamet, 2003: 92)

There are 35 (thirty five) teachers teaching at the Bina Agung Education Foundation. The teacher has not provided a learning method that is fun for his students. The teacher teaches in a monotone that is reading books and explaining and summarizing on the board. The teacher teaches only as a daily routine that comes in the morning and comes home at noon. Teachers lack a high work ethic. Can be seen from the presence of teachers who are absent, often late into class.

Table 2 Teacher Absenteeism Data for 2018/2019 At the Bina Agung Education Foundation Medan

No	Month	Without Explanation	Sick	Permission
1	July	6 people	1 people	1 people
2	August	4 people	0 people	3 people
3	September	4 people	0 people	2 people
4	October	3 people	1 people	2 people
5	November	2 people	0 people	3 people
6	December	6 people	3 people	0 people
7	January	7 people	1 people	0 people
8	February	3 people	0 people	0 people
9	March	4 people	0 people	2 people
10	April	4 people	0 people	1 people
11	May	0 people	0 people	3 people

Source: Administration of The Bina Agung Education Foundation Medan 2019 (Data Processed)

Based on Table 2 above, a low work ethic and low teacher commitment occur at the Bina Agung Education Foundation. Organizational commitment is an attitude or form of a person's behavior towards the organization in the form of loyalty and achievement of the vision, mission, values and goals of the organization. According to Law Number 14 of 2005 concerning Teachers and Lecturers In article 7 paragraph 1b of the law that "teachers must have a commitment to improve the quality of education, faith, piety and noble character". This article emphasizes the role and function of teachers in efforts to improve the quality of education through the commitment of teacher organizations, the community and the government. Someone said to have a high commitment to the organization, can be recognized by the characteristics including trust and strong acceptance of the goals and values of the organization, a strong willingness to work for the organization and a strong desire to remain a member of the organization.

According to Robbins and Judge (2009), organizational commitment is a situation where an employee sides with a particular organization and its goals and desires to maintain membership in the organization. Research conducted by Rozlina Khalid (2015), teachers who have low commitment will cause big problems for school organizations and leaders. Farikhah (2012) about organizational commitment to teachers at UM Laboratory High School concluded that affective commitment would be demonstrated by the presence of teachers on time, the enthusiasm of teachers in realizing school missions, a sense of ownership of the school that is influenced by the length of time a teacher teaches.

Table 3 Number of Teachers Leaving The Bina Agung Education Foundation Medan

No	Year	Number of Teachers Dropped Out
1	2017	5 Orang
2	2018	4 Orang
3	2019	2 Orang

Source: Bina Agung Education Foundation Medan

In Table 3, it can be seen that every year there are teachers who leave the Bina Agung Education Foundation. This proves that the organizational commitment of some teachers is still low. Low commitment is shown by the attitude of some teachers not participating in school meetings and art performances. Some teachers are better off doing other side jobs after school lessons. Low level of discipline can also be assumed as the motivation of teachers who are still low in providing education services in schools. According to Robbins and Judge (in Kompri, 2015: 60) motivation as a process that explains the intensity, direction and perseverance of businesses to achieve a goal. Teachers who have high motivation will feel satisfied in teaching their

knowledge to their students. Teacher motivation is high if their welfare is considered by the foundation. This low motivation is due to the lack of attention of the foundation in the welfare of teachers, the low salary given by the foundation, which is only 27,000 rupiah per tutoring. Work environment also influences motivation in teachers such as work relationships with superiors with teachers and work relations with fellow teachers. In line with research Sohail, et al (2014). Effect of Work Motivation and Organizational Commitment 120 on Job Satisfaction (A Case of Educational Industry in Pakistan). The results of this study concluded a positive relationship between motivation and job satisfaction in the education sector in Pakistan.

Table 4 Teacher Motivation Phenomenon at Bina Agung Education Foundation Medan

No	Question	No		Yes		Total	
		Total	%	Total	%	Total	%
1	I do my work quickly and precisely	5	25%	15	75%	20	100%
2	My supervisor always responds in praise to my work	3	15%	17	85%	20	100%
3	I have a solid colleague who always helps me	10	50%	10	50%	20	100%
4	The salary that I get is enough and it makes my life prosperous	3	15%	17	85%	20	100%
	Average	5.25	26,5 %	14	73,75%	20	100%

Source: Survey Pre Survey Results (Data Processed) 2019

Based on Table 4 it can be seen that as many as 5 people (25%) of respondents stated that they could not do their jobs quickly and precisely. Then there were 3 people (15%) of respondents stated that they did not get a response from their superiors for the work done by the teacher. There were 10 people (50%) of respondents who stated that they had solid friends who were always helpful.

Teachers will have a high commitment to the schools they support if aspects of job satisfaction are met which can improve performance. Job satisfaction has several indicators such as Salary, work environment, Satisfied with the job itself, promotion opportunities.

Hypothesis

Based on the background of the study and the justification of the relationship between variables, the research hypothesis is as follows:

1. Work Ethics have a positive and significant effect on teacher job satisfaction at the Bina Agung Education Foundation.
2. Motivation has a positive and significant effect on teacher job satisfaction at the Bina Agung Education Foundation.
3. Organizational commitment has a positive and significant effect on job satisfaction of teachers at the Bina Agung Education Foundation.
4. Work ethic, motivation, organizational commitment together have a positive and significant effect on teacher job satisfaction at the Bina Agung Education Foundation.

MATERIAL AND METHODS

This research uses descriptive quantitative research. According to Sinulingga (2016) Quantitative descriptive research is a type of research that aims to describe systematically, factually and

accurately about the facts and nature of a particular object or population. The nature of this research is the research with the level of explanatory research. According to Sugiyono (2014) the explanatory research method is a research method that aims to explain the position of the variables studied as well as the influence of one variable with another variable.

Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. The populations in this study were all teachers who taught at the Bina Agung Education Foundation as many as 35 teachers.

The sample is a portion of the population but if it is less than 100 it is better to take all of it until the research is a poulasi study. Determination of the sample in this study is to use nonprobably sampling techniques and saturated samples. Then the number of samples from this study were all teachers who worked at the Bina Agung education foundation as many as 35 teachers.

The method that will be used to collect data needed in this study is by interview, questionnaire / questionnaire and study documentation. The types and sources of data collected in this study are primary data that is data obtained directly from respondents at the study site. Primary data were obtained by giving questionnaires and conducting interviews with teachers who worked at the Bina Agung Education Foundation. And secondary data that is all data obtained through documentation studies such as the Report on the Number of active teachers teaching at the Bina Agung Education Foundation.

RESULTS AND DISCUSSION

Classic assumption test

Normality test

Data normality test is very important in analyzing parametric statistical assumptions so that the regression model is

free from prediction errors. SPSS test results for data normality can be seen as follows:

Table 5 Test for Normality with the Kolmogorov-Smirnov One-Sample Test

		Unstandardized Residual
N		35
Normal Parameters ^{a,b}		Mean
		Std. Deviation
Most Extreme Differences	Absolute	.100
	Positive	.070
	Negative	-.100
Kolmogorov-Smirnov Z		.591
Asymp. Sig. (2-tailed)		.876
a. Test distribution is Normal.		

Source: Primary data processed 2019.

From the results of data processing in Table 5 above, it can be seen that the significant value of Kolmogorov-Smirnov (K-S) is 0.876, so it can be concluded that the variable data is normally distributed due to the significance of > 0.05 . Testing the normality of the data can also be known by looking at graphical images and normal distribution curves. The data will be normally distributed if the expected probability value is equal to the expected probability value and the observed probability is shown by a diagonal line which is the intersection between the probability probability expectation and observation probability. The following is a test for the normality of data in the form of a histogram chart and the P-P Plots curve as shown in Figure 1 Next:

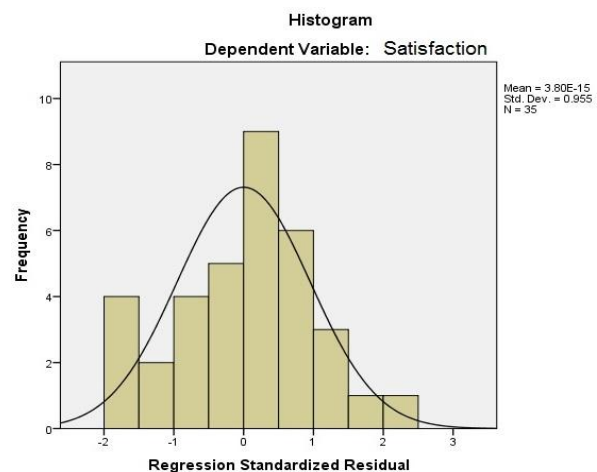


Figure 1 Histogram Graph
Source: Primary Data Process Results 2019

Based on the histogram graphic image in Figure 1 it can be concluded that the data has been normally distributed. This can be seen in data that follows diagonal lines forming bells in the middle.

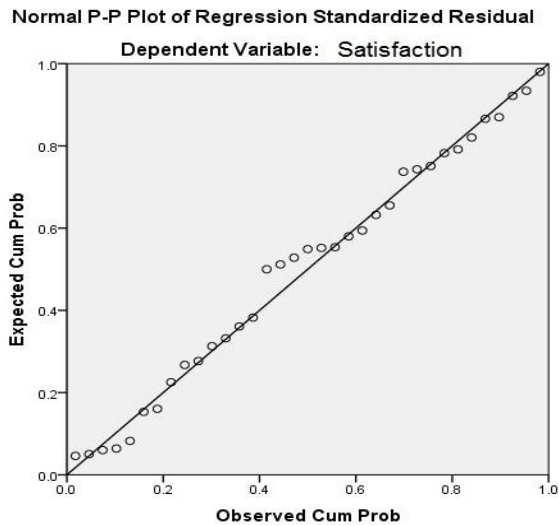


Figure 2 PP-Plots Curves
Source: Primary Data Processing Results 2019

Based on the PP-Plots curve in Figure 2, it can be concluded that the curve has been normally distributed. This can be seen in the PP-Plots curve where the points spread close to the diagonal line.

Multicollinearity Test

The results of the multicollinearity test can be seen in the following Table 6:

Table 6 Multicollinearity Test Results

Collinearity Statistic			
Model	Tolerance	VIF	
1	(Constant)		
	Work ethic	.937	1.068
	Motivation	.913	1.096
	Teacher's Commitment	.910	1.099

a. Dependent Variable: Job Satisfaction
Source: Primary Data Process Results 2019

From the test results above, it can be seen that the tolerance numbers of all independent variables > 0.1 and the VIF < 5.0. This indicates that there is no multicollinearity among the independent variables in the regression model in this study.

Heteroscedasticity Test

Heteroscedasticity test aims to examine the difference in residual variance of an observation period to another period. Heteroscedasticity test analysis using scatterplot test graphs. Heteroscedasticity is done by observing certain patterns on scatterplot graphs, if there are points that spread above and below the number 0 on the Y axis and do not form patterns, then heteroscedasticity does not occur. The following scatterplot charts:

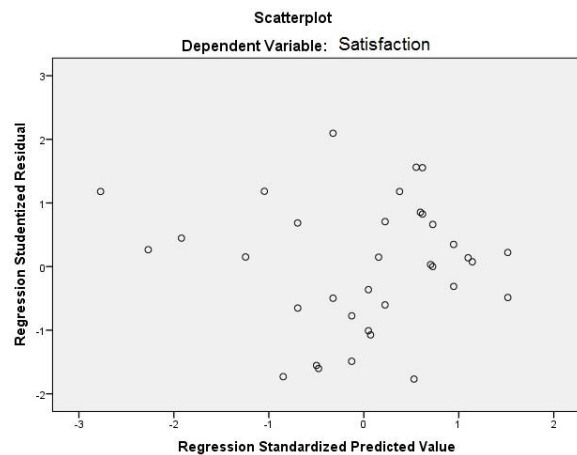


Figure 3 Plots of Heterokedesity Test Plot

From the scatterplot image above the points spread randomly and do not form certain or irregular patterns. This indicates there is no heteroscedasticity in the regression model so that the regression model is feasible to use.

Simultaneous Significant Test

First Hypothesis Test:

H0: Simultaneously the work ethic of motivation

Based on Table 4.15 the results of hypothesis testing show that the work ethic, motivation and commitment of teachers to job satisfaction obtained a significant value of 0,000 (sig < 0.05) then H0 is rejected. This means that the work ethic, motivation and commitment of teachers have a significant effect on job satisfaction of teachers at the Medan Bina Agung Education Foundation. By comparing between f arithmetic and f table where the simultaneous test results obtained f

arithmetic for $20,751 > f$ table 2.911 based on the results of f arithmetic with f table it can be concluded that together work ethic variables (X1), motivation (X2), teacher commitment (X3) have a significant effect on job satisfaction (Y), so reject H0 to H1.

Partial Significant Test

The results of the statistical t test (partial test) on the work ethic, motivation, teacher commitment to performance in Table 7

Table 7 Coefficient Test Results of Multiple Linear Regression and Partial Test Results (T-Test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	35.228	9.749		3.613	.001
1 Work ethic	.372	.062	.647	6.045	.000
Motivation	.793	.248	.347	3.403	.003
Teacher's Commitment	.420	.206	.221	2.037	.050

a. Dependent Variable: Satisfaction

Based on Table 7, the equation of the multiple regression analysis for this study is: $Y = 35,228 + 0,372 X1 + 0,793 X2 + 0,420 X3$

It can be interpreted that if X1, X2, and X3 are 0 then the Y variable will be constant at 35,228.

Based on Table 7 the results of research with partial testing are as follows:

The calculated t value on the work ethic variable or X1 is 6.045, greater than the t table value of 2.04 or Sig. t value for the work ethic of 0.000 $< \alpha$ 0.01. Based on the results obtained, H0 is rejected and H1 is accepted for the work ethic variable, then partially the work ethic has a positive and significant effect on job satisfaction.

The t value for the motivational variable is 3,403 $>$ the value of t table is 2.04 or the sig. t value for the motivational variable is 0.003 $< \alpha$ 0.05. based on the results obtained, H0 is rejected and H1 is accepted for the motivation variable which has a positive and significant effect on job satisfaction.

T value for the teacher commitment variable is 3,437 $>$ t table value is 2.04 t table value or sig. t value for teacher commitment variable is 0.004 $< \alpha$ 0.05. based on the results obtained, H0 is rejected

and H1 is accepted for the work ethic variable, then partially the teacher's commitment has a positive and significant effect on job satisfaction.

The results of partial testing of work ethic, motivation, and organizational commitment variables that provide the dominant influence on job satisfaction are motivation variables with a regression coefficient of 0.793 stating that the motivation provided by the Bina Agung Education Foundation to teachers will give satisfaction of 793.

The value of regression efficiency of work ethic variables is greater than the value of the motivation regression coefficient of 3.403 and teacher commitment of 2.037 so that the regression results using the t test, the most influential variable in influencing teacher job satisfaction is the motivation variable.

Coefficient of Determination

The test of the coefficient of determination of the goal is to find out how far the model's ability to explain the variation of the dependent variable. Statistical test of the coefficient of determination can be seen in the following table:

Table 8 Coefficient of Determination - Third Hypothesis

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.817 ^a	.668	.635	1.573

a. Predictors: (Constant), Teacher's Commitment, Work ethic, Motivation

Source: SPSS Output

Table 8 shows that the R square value of 0.668 or 66.80% which means that the percentage of influence of the independent variable (work ethic, motivation and commitment of teachers) on job satisfaction is equal to the value of the coefficient of determination 3.34 or Sig.t value for work ethic of 0,000 α 0.05. Based on the results obtained, H0 is rejected and H1 is accepted for the work ethic variable, then partially the work ethic has a positive and significant effect on job satisfaction.

DISCUSSION

Influence of Work Ethics, Motivation and Commitment of Teachers on Job Satisfaction

The first hypothesis in this study simultaneously variable work ethic, motivation and commitment significantly influence job satisfaction. This is evidenced from the hypothesis testing in Table 4.16 which shows the significant value of the results of the simultaneous test is 0,000 <math><0.05</math> and

and are committed to doing their best for the good name of the school and are willing to provide bright ideas for the progress of students and the schools they support. According to Sinamo (2005) work ethic is a set of work behavior that is rooted in strong awareness, clear and steady beliefs and firm commitment to specific and specific principles, paradigms, work insights.

This is in line with motivation research that has a positive effect on job satisfaction, organizational commitment has a positive effect on job satisfaction, job satisfaction mediates the effect of motivation on teacher performance and organizational commitment on teacher performance (Lie Lianna, Suhana and Romadi, 2017).

The results of the coefficient of determination test in Table 4.17 that the coefficient of determination obtained is 0.635, which means that 63.5% of the variations in job satisfaction variables (Y) can be explained by variations in the work ethic variable (X1), Motivation (X2), commitment (X3). The remaining 36.5% is indicated from other factors that affect job satisfaction outside of the work ethic, motivation, and teacher commitment variables that are not included in this study.

Influence of Work Ethic on Job Satisfaction

The results of the research from the second hypothesis that work ethic has a positive and significant effect on job satisfaction. This is evidenced from the results of the t test in Table 4.16 that the significance of the work ethic variable is 0,000 <math><0.05</math> and t count on the work ethic variable

satisfaction, but conversely the worse the work ethic can reduce job satisfaction.

Based on the results of the descriptive statistical analysis in Table 4.6 regarding the work ethic of respondents' answers to the first statement item "I work hoping for a blessing from God", 35 respondents (100%) answered strongly agree. With an average score of 4.97 categorized very well it can be concluded that the average respondent answered "I work hoping for mercy from God"

In the second item statement "working as a teacher calls my heart" is 5 respondents (14.28%) answered strongly agree, 17 respondents (48.57%) answered agreed, 11 respondents (31.42%) answered neutral, 2 respondents (5.71%) answered disagree. With the average score on the second statement item 3.71 it can be concluded that the respondent agrees "working as a teacher calls my heart".

In the third statement item "working as a teacher is my actualization" is 4 respondents (11.42%) strongly agree, 21 respondents (60%) agree, 8 respondents (22.85%) neutral, 2 respondents (5.71 %) disagree. The average score on the third point 3.77 is categorized as good, it can be concluded that the average respondent answered agree "working as a teacher is my actualization".

In the statement "I am a highly dedicated teacher in the world of education" 17 respondents (48.57%) strongly agreed, 15 respondents (42.85%) agreed, 3 respondents (8.57%) stated neutral. The average score on the statement item is 3.40 which is considered sufficient. It can be concluded that the respondent agreed that "I am a highly dedicated teacher in the world of education".

Based on respondents' answers to the first point of the seventeenth statement, work ethic, the grand mean obtained is 3.9 which is a good category. From the research results of the work ethic of teachers at the Bina Agung Education Foundation both. The highest statement item is working as a

grace of all respondents (100%) strongly agree but it is still a statement item

The results of this study are in line with Didit Darmawan (2016), Andika Ardiansyah (2017), Zummy Anselmus Dami (2012) which states that work ethic has a positive and significant effect on job satisfaction. According to Anaroga (2011) that work ethic has several factors: religion, culture, socio-politics, working environment conditions, education, economic structure, individual's internal motivation.

Influence of Motivation on Job Satisfaction

The results of the research from the third hypothesis that motivation has a positive and significant effect on job satisfaction. This can be proven from the results of the t test in Table 4.7 that the significance of the motivation variable (X2) is $0,000 < 0.05$ and it is known that the value of t arithmetic on the motivational variable is $t \text{ arithmetic } 3,403 > t \text{ table } 3,34$ it can be said that partially the variables motivation (X2) has a positive and significant effect on job satisfaction variables at the Medan Bina Agung Education Foundation. So in the third hypothesis H0 is rejected and H1 is accepted.

The results of the study are based on descriptive statistical analysis in Table 4.7 related to respondents' answers to the first statement item "My work is always appreciated and praised by superiors", 24 respondents or 68.57% of respondents agreed, 10 respondents or 28.57% of respondents strongly agreed and 1 respondent or 2.85% of respondents stated neutral, this indicates that the work is always valued by superiors. The average score of statement items is 4.26 which is categorized very well.

The items of my supervisor's statement always provide an opportunity to issue opinions, 22 respondents or 62.85% of respondents agreed and 13 respondents or 37.14% of respondents strongly agreed, this indicates that every teacher at the Medan Bina Agung Education Foundation was

given the opportunity to issue opinion. The average score of respondents' statement items was 4.37 categorized very well.

My statement item has a solid colleague who helps me when I have difficulty at work, 25 respondents or 71.42% of respondents agreed and 10 respondents or 28.57% of respondents expressed strongly agree. This indicates that each teacher helps each other colleagues who are in trouble. Feel comfortable working at the Medan Bina Agung Education Foundation "is 11 respondents (31.42%) answered strongly agree, 24 respondents (68.57%) agreed. The average score on the first statement item is 4.31 which is categorized very well.

Item statement "I get an appropriate salary at the Bina Agung Medan Education Foundation" 4 respondents (11.42%) strongly agreed, 30 respondents (85.71%). The average score on the statement item was 4.09 categorized as good.

The results of this study are also supported by previous research by Marsana and Handayani (2017) entitled The Effect of Competence and Job Motivation on Job Satisfaction and Its Implications on Teacher Performance (Case Study at SMAN Sub-District 1 Semarang) with the results of the study that work motivation has a positive and significant effect on job satisfaction. Didit Darmawan (2016) entitled "The role of work motivation, organizational commitment and organizational culture for job satisfaction of elementary school teachers in the School Group VI sub-district of Kejayan, Pasuruan Regency". With the results of the study of work motivation proven to have a significant dominant effect on the work of elementary school teachers in the school group VI of the sub-district of Kejayan, Pasuruan Regency.

Influence of Teacher Commitment on Teacher Job Satisfaction

The results of the research from the second hypothesis that Teacher Commitment has a positive and significant effect on job satisfaction. This can be

proven from the results of the t test in Table 4.8 that the significance of the teacher commitment variable (X3) is $0,000 < 0.05$ and it is known that the value of t arithmetic on the teacher commitment variable is t arithmetic $3,403 > t$ table $2,04$ it can be said that partial variable Teacher commitment (X3) has a positive and significant effect on job satisfaction variables at the Medan Bina Agung Education Foundation. So in the third hypothesis H0 is rejected and H1 is accepted.

My statement item will do my job as best as possible 31 respondents or 88.57% of respondents agreed and 4 respondents or 11.42% of respondents stated neutral, this indicates that there are still teachers who have not done their job as well as possible. Average score of statement items are 3.89 which are categorized as good.

My statement item will give my best idea 28 respondents or 80.00% of respondents agreed and 7 respondents or 20% of respondents stated neutral. This indicates that there are still 20% of teachers who have not given their best ideas to the Medan Bina Agung Education Foundation. The average score of the statement is 3.71 which is categorized as good.

My statement item will maintain the good name of the school by maintaining my attitude 23 respondents or 65.71% of respondents agreed and 12 respondents or 34.28% of respondents stated neutral. This indicates that there are still 34.28% of teachers who do not maintain attitudes to the good name of the Medan Bina Agung Education Foundation. The average score of the statement is 3.66 which is categorized as good.

My statement item is willing to accept sanctions 24 respondents or 68.57% of respondents agreed and 11 respondents or 31.42% of respondents stated neutral. This indicates that there are still some teachers who are not ready to accept sanctions from schools for making mistakes. The average score of the statement item is 3.69 which is categorized as good.

My statement is willing to obey the school rules, 24 respondents or 68.57% of respondents agreed and 10 respondents or 28.57% of respondents stated neutral and 1 respondent or 2.85% of respondents stated strongly agree. This indicates that the majority of teachers agreed to obey school rules. The average score of the statement item is 3.74 which is categorized as good.

My statement is willing to spend my time at the Medan Bina Agung Education Foundation, 26 respondents or 74.28% of respondents agreed and 9 respondents or 25.71% of respondents stated neutral. This indicates that there are still teachers who are not willing to spend their time at the Bina Agung Education Foundation. Some teachers have other jobs outside the Medan Bina Agung Education Foundation. The average score of the statement item is 3.74 which is categorized as good.

My statement is willing to spend my career at the Medan Bina Agung Education Foundation, 26 respondents or 74.28% of respondents agreed and 9 respondents or 25.71% of respondents stated neutral. This indicates that there are still teachers who are not willing to spend a career in the Bina Agung Education Foundation because they have other jobs. The average score of the statement is 3.74 which is categorized as good.

My statement point is difficult to get a job with a better income like that given by the Medan Bina Agung Education Foundation. 29 respondents or 82.85% of respondents said agree and 6 respondents or 17.14% of respondents said they did not agree this indicates there are still some teachers receiving salary is greater than other places. The average score of the statement item is 3.83 which is well categorized.

Based on respondents' answers to the first to eighth statements regarding teacher commitment, a grand mean of 3.75 is categorized as good.

According to Robbins (2012) Commitment is as a relative strength of individual identification and involvement

with an organization. Employees with high commitment will be willing to continue their relationship with the organization and make sufficient efforts to achieve profitable organizational results in all sectors (Anggaraeni and Rasto, 2016).

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Based on the results of research and discussion conducted in this study, it was concluded that:

1. There is a positive and significant influence of work ethic on teacher job satisfaction at the Bina Agung Education Foundation Medan.
2. There is a positive and significant influence between work ethic on job satisfaction of teachers who work at the Bina Agung Education Foundation Medan.
3. There is a positive and significant effect between teacher commitment to job satisfaction at the Bina Agung Education Foundation Medan.
4. There is a significant influence between work ethic, motivation, and teacher commitment to teacher job satisfaction at the Bina Agung Education Foundation Medan.

Recommendations

Based on the results of the study can be suggested several things as follows:

1. The Bina Agung Education Foundation Medan to pay more attention to the job satisfaction of the teachers. One way is to increase teachers' salaries or incentives. What if teachers do overtime should the foundation provide additional bonuses and outstanding teachers are given promotions and praise. Teachers should improve the work ethic every day starting from the discipline of coming to work until the time coming home from work.
2. The social character of the teacher must also be improved by working harder to study the development of science and

technology in the world of education. So the teacher can transfer their knowledge to their students. Supervision of the principal here also plays a role in improving the work ethic of teachers.

3. The Bina Agung Education Foundation must provide ongoing training so that the work motivation of teachers continues to increase so that teachers can carry out their duties professionally. Like the MGMP, which is conducted regularly by the teacher in the field of study.
4. Teacher commitment must also be increased by inviting all teachers to play a role in providing bright ideas for the Bina Agung Education Foundation Medan
5. At the time of holding meetings the foundation should provide snacks or lunch for teachers who attend school meetings.

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