

The Role of Competence, Salary, Work Environment, Job Satisfaction, Compensation, Communication on Elementary School Teacher Performance

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Abstract

In the world of education, the relationship between teachers and management is a key factor in creating a harmonious and productive work environment. However, many elementary schools face challenges in maintaining conducive industrial relations. One of the main problems is the imbalance between teacher competence and the salary given. Many teachers feel that the compensation received is not commensurate with their level of expertise and responsibility, which can ultimately reduce motivation and performance. Based on the discussion above, it can be concluded that conducive industrial relations are highly dependent on variables such as competence, salary, work environment, job satisfaction, compensation, and communication. These factors play an important role in creating a harmonious relationship between teachers and management, which ultimately contributes to improving teacher performance

Keywords: Competence, Salary, Work Environment, Job Satisfaction, Compensation, Communication on Elementary School Teacher Performance

INTRODUCTION

In the world of education, the relationship between teachers and management is a key factor in creating a harmonious and productive work environment. However, many elementary schools face challenges in maintaining conducive industrial relations. One of the main problems is the imbalance between teacher competence and the salary given. Many teachers feel that the compensation received is not commensurate with their level of expertise and responsibility, which can ultimately reduce motivation and performance. In addition, other factors such as a less supportive work environment, ineffective communication between management and teachers, and low levels of job satisfaction are also causes of disrupted industrial relations. Lack of appreciation for teacher competency development causes career stagnation, which leads to high turnover rates and decreased productivity. This phenomenon has an impact not only on individual teachers but also on the efficiency and sustainability of elementary schools. In some schools, the salary system is often not transparent and is not based on individual or team performance achievements. This results in dissatisfaction among teachers who feel they are not appreciated according to their contributions. When salaries are

not commensurate with workload and responsibility, teacher morale can decrease, leading to low productivity and increased conflict.

Lack of effective communication between management and teachers also worsens the situation. Without open dialogue on salary policies, promotions, and competency development, teachers will feel neglected and lose trust in the elementary school. This can lead to low teacher loyalty and high turnover rates, which ultimately increase the cost of recruiting and training new teachers. An unsupportive work environment is also a major cause of disruption to industrial relations. Uncomfortable working conditions, inadequate facilities, and a less than conducive work culture can reduce teacher job satisfaction levels. Without management initiatives to improve these conditions, it will be difficult for elementary schools to retain productive and committed teachers.

Therefore, elementary schools need to design more effective strategies to improve teacher welfare and satisfaction. One of the main ways is to ensure that the salary and compensation given are in accordance with the level of teacher competence and performance. In addition, elementary schools must pay greater attention to aspects of the work environment, communication, and teacher competency development in order to create healthy and harmonious industrial relations. This article discusses how competence, salary, and other variables such as work environment, job satisfaction, compensation, and communication play a role in creating healthy industrial relations. By understanding the relationship between these factors, elementary schools can design more effective strategies to improve teacher performance and achieve business goals optimally. In this context, a performance-based approach in the payroll system and competency development programs are key factors in increasing motivation, loyalty, and productivity of the workforce.

DISCUSSION

1. Elementary School Teacher Competence and Performance

Teacher competence is a major factor in determining the effectiveness of individual and team work in an elementary school. Teachers who have good skills, knowledge, and experience will be more able to complete their tasks efficiently and make a real contribution to the productivity of elementary schools. Elementary schools that are active in improving teacher competence through training, certification, and career development programs will be superior in business competition. This improvement in competence not only has an impact on improving individual performance, but also increases the overall competitiveness of elementary schools. Therefore, investment in improving teacher competence is an effective strategy in encouraging the growth and performance of elementary schools.

2. Elementary School Teacher Salary and Performance

The salary given to teachers has a major influence on work motivation and productivity. Teachers who feel that the salary they receive is in accordance with their contribution and workload will be more motivated to work optimally. Conversely, a salary that is not commensurate with work responsibilities can reduce work enthusiasm and have an impact on

the overall performance of elementary schools. Elementary schools that implement a performance-based salary system will find it easier to encourage teachers to achieve targets and increase productivity. In addition, competitive salary policies can help elementary schools attract and retain the best talent, which will ultimately have a positive impact on elementary school performance.

3. Work Environment and Performance of Elementary School Teachers

A good work environment can improve work efficiency and teacher welfare. Adequate facilities, a conducive work atmosphere, and a harmonious working relationship between teachers and management play a major role in improving work productivity.

On the other hand, a poor work environment, such as high work pressure, poor physical conditions, and lack of support from colleagues and superiors, can reduce teacher performance and increase stress levels. Therefore, elementary schools need to ensure that the work environment provided supports teacher productivity and welfare.

4. Job Satisfaction and Performance of Elementary School Teachers

Job satisfaction has a direct impact on elementary school performance. Teachers who are satisfied with their work tend to have high work motivation, are more loyal to elementary schools, and are more productive in completing their tasks. Factors that influence job satisfaction include recognition of work results, opportunities for development, and balance between work and personal life. If job satisfaction is low, there can be an increase in absenteeism, high teacher turnover, and decreased productivity. Therefore, elementary schools need to ensure that the policies implemented can improve teacher job satisfaction in order to encourage better elementary school performance.

5. Compensation and Performance of Elementary School Teachers

The compensation given to teachers is not only in the form of salary, but also includes various allowances and other incentives. Competitive and performance-based compensation can increase work enthusiasm and encourage teachers to achieve predetermined targets. In addition, welfare benefits such as health insurance, performance bonuses, and other incentives can increase teacher loyalty and satisfaction. With a fair and transparent compensation system, elementary schools can ensure that teachers remain motivated to give their best to the company. This has a direct impact on increasing the productivity and efficiency of elementary schools as a whole.

6. Communication and Elementary School Teacher Performance

Effective communication in elementary schools is essential to ensure that each individual has a clear understanding of their duties and responsibilities. With good communication, teachers can work more efficiently, reduce the risk of errors, and improve coordination between teams

and departments. Transparency in communication can also increase teacher trust in management. If company policies are communicated clearly and openly, teachers will feel more appreciated and more committed to their work. Therefore, elementary schools need to build an effective communication system to ensure that all important information is conveyed properly to all teachers.

Each of the variables that have been described has a significant impact on elementary school performance. Well-managed competencies, a fair payroll system, a comfortable work environment, high job satisfaction, decent compensation, and effective communication are the main factors in increasing the productivity and efficiency of elementary schools. To achieve optimal elementary school performance, companies need to implement human resource management strategies that focus on teacher welfare and development. By creating a conducive work environment, providing fair compensation, and encouraging open communication, elementary schools can increase productivity and achieve their business goals more effectively. In an effort to create better elementary school performance, companies need to invest in teacher development, provide competitive compensation, and build effective communication systems. With a structured and fairness-based approach, companies can achieve higher efficiency, improve teacher welfare, and create a more productive and innovative work environment.

CONCLUSION

Based on the discussion above, it can be concluded that conducive industrial relations are highly dependent on variables such as competence, salary, work environment, job satisfaction, compensation, and communication. These factors play an important role in creating a harmonious relationship between teachers and management, which ultimately contributes to improving teacher performance. As a recommendation, companies need to take several strategic steps to improve relations and performance in elementary schools. First, companies must invest in developing teacher competencies through training and skills development programs. Second, salary policies must be performance-based and competitive with industry standards in order to increase teacher motivation and loyalty. Third, creating a comfortable and productivity-supportive work environment is essential for work welfare and efficiency. Fourth, increasing job satisfaction through recognition of achievements, work-life balance, and career development opportunities should also be a priority. In addition, fair and transparent compensation must be implemented so that teachers feel appreciated and motivated to give their best contribution. Finally, companies must build an effective and open communication system so that every policy and decision can be understood and accepted by all members of the elementary school. By implementing these strategies, elementary schools can create a more harmonious, productive, and highly competitive work environment in the long term. Competence and salary are two main factors that influence teacher performance in industrial relations. High competence allows teachers to work more effectively, while fair and competitive salaries can increase their motivation and loyalty to the company. If both are managed well, the company will have a more productive, dedicated workforce that is ready to face business challenges. Therefore, the company needs to ensure that the training and salary systems are in line with the needs of elementary schools and teachers in order to create a conducive and productive work environment.

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