A CORRELATION BETWEEN TEACHERS' WORK EXPERIENCE AND CREATIVITY IN TEACHING TOWARD TEACHERS' PERFORMANCE

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Abstract *:This study aims at determining (1) To find out wheather there is a significant posistive correlation between teacher experience towards teacher performance, (2) To find out wheather there is a significant posistive correlation between teacher creativity towards teacher performance, (3) To finds out whether there is a significant positive correlation between teacher experience and teacher creativity towards teacher performance. This study was conducted in 2021. The population of this study was teachers in the SMK Al Islam Kalijambe. This study used an approach which the data is numerical and processed using statistical methods. the data were analyzed using SPSS to look for linearity, normality, regression and others. The result of this study show: (1) the significance between teachers' work experience towards teachers' performance was 0,000 with significance level 0,00> 0.05. It means that there was significance between teachers' work experience towards teachers' performance. Among these variables, regression has also been tested, the result is that between the teachers' work experience towards teacher's performance there is a large influence of 0.833, (2) teachers' work experience can affect teachers' performance. The significance between creativity in teaching towards teachers' performance also showed significance, indicated by the significant value of 0.00 with significant level. Among these variables, regression had also been tested, the result is that, between creativity in teaching towards teacher's performance there is a large influence of 0.890, (3) teachers' work experience and creativity, in teaching indicated value is 0.00 with significant level. towards teachers' performance. And from the three variables, regression had also been tested, the result is that the length of teachers' work experience, teachers' creativity towards teacher performance has a large effect of 0.895. (4) The linearity test between the three variables, namely teachers' work experience (X1) on teachers' performance (Y), is 0.912. while the next variable is creativity in teaching (X2) on teachers' performance (Y) is 0.331. All results are linear. It can be said having a linear relationship if the result is more than 0.05. and it will not be linear if the result is less than 0.05. In this study all the results are linear because the results are all above more than 0.05.*

Keywords: *teachers' work experience, creativity in teaching, teachers' performance.*

Introduction

Education that is something that is very essensial because it has a role in nation building. Education which is also a human need has the aim of shaping humans to become better and virtuous. With education, it can create equality in all regions, of course, with quality that is relevant to the needs of the community.

Oemar Hamalik explained that education is a process in order to influence students to be able to adapt as best as possible to the environment and it causes changes there in where it is possible to have a function strongly in the activity of the message. (Oemar Hamalik, 2001: 79) Education is guidance or assistance provided by adults for child development to reach adulthood with the aim that children are capable of carrying out their own life tasks with no help of others.

Education requires a moving tool in it. This driving device contains resources that can support its implementation so that educational goals can be achieved properly. The resources in question are human resources. With good human resources, an educational institution will develop optimally. In simplistic terms, education is defined as a school, namely teaching that is carried out or held in schools as a formal educational institution. Education is any influence that is exerted on children and adolescents which is given to them so that they have perfect abilities and full awareness of their relationships and social duties.

As quoted by Yeni Rahmawati, Supriyadi's creativity is "a person's ability to produce something new, either in the form of ideas or real works that are relatively different from what already exists". (Yeni Rahmawati and Euis Kurniati, 2010: 11) Creativity is the ability to express and realize the potential thinking power to produce something new and unique / the ability to combine something that already exists into something else to make it more attractive.

Creativity is the ability to express and realize the potential for thinking power to produce something new and unique or the ability to combine something that already exists into something else to make it more interesting. Creativity can also be interpreted as the ability to create, provide new ideas and apply them in problem solving. Teachers have the main task of educating, teaching, directing, guiding, assessing, training and evaluating students so that they can be said to be professional educators. In addition, the obligation of a professional teacher is to plan learning, carry out a quality learning process, and assess and evaluate learning outcomes. Then it is reaffirmed that the main task of a teacher is to plan learning, carry out learning, assess learning outcomes, guide and train students (Priansa, 2018: 78).

The problem that occurs today in the field of education is that there is often a difference between expectations and the expected reality.One of the problems that exist in education of

our nation today is no synchronization between the length of experience of teaching teachers and by teaching teachers in class, low creativity. teachers in creating learning models that are accurate and attract the interest of students and the lack of teacher performance which causes learning objectives to be achieved optimally.

RESEARCH METHODS

This research will be held in SMK AL Islam Kalijambe. The teacher in this school consist of sixty teacher. This research held on January until May 2021. Population on this research are all the teachers in SMK AL Islam Kalijambe. Consist of sixty teachers. The reason why the researcher used total sampling, because if the population didn't reach one hundred, the resaercher should take all the samples, based on Sugiono (Sugiyono, 2015: 63). In this case total sampling consist of sixty teachers.

In this reasearch, the researcher used questonnaire and document as the technique if collecting the data for the research. In this research, the researcher used three questionnaires, consist of the experience, creativity and performance of the teachers. The questionnaire would be distributed on SMK AL ISLAM KALIJAMBE The use of questionnaires aimed to obtain the information needed and supported the research. The questionnaire used in this research was a questionnaire of a Likert Scale model. Sugiyono wrote that Likert Scale is used to express attitudes, opinions, and perceptions of a person or group of people about social phenomena. (Sugiyono,2015: 93). With Document, the researcher collected data from existing documents, so that the author could obtain research-related notes such as: lesson plans and syllabus. This documentation method is used to obtain data that has not been obtained through a questionnaire.

This research used two variables, namely independent and dependent variable. Here the explanations:

1. Independent variable Sugiyono wrote that independent variable can influence and is the cause of the dependent variable. In this research, independent variables were teacher experience (X1) and teacher creativity (X2). (Sugiyono, 2015: 4)

2. Dependent variable Sugiyono mentions that dependent variable was affected or which the result was due to the independent variables. In this research, dependent variable was teacher performance (Y). (Sugiyono, 2015: 4)

Validity indicates the extent which measured instruments measured what the researcher want to know. To find out the validity, researcher used the

Product Moment correlation technique, namely by correlating scores between scores and total items. Researcher will use SPSS 18 for windows to count the reliability items of testing the instrument. Here are the results validity items of testing the instrument by using SPSS 18.0 *for Windows*.

RESEARCH FINDING AND DISCUSSION

Data Description

Location of the research is the place where the research is done to collect the data in order to get problem solving from the problem statements. This research takes place at SMK AL Islam Kalijambe. It is located at Jl. Donoyudan, Kalijambe, Sragen, 57275, Central Java.

In this part researcher will explain about the distribution of respondents' response sixty teachers in SMK AL Islam Kalijambe. Research variables consist of two independent variables and one dependent variable. Independent variables consist of teachers' work experience (X1) and creativity in teaching (X2). Dependent variable consists of teachers' performance (Y).

1. X1 data (Teachers' work experience)

    a. Description of Teacher Data Based on SK

    There are sixty teachers at SMK AL Islam Kalijambe, all of these teachers are teachers who are under the foundation. All of teachers who enter SMK Al Islam have received a certificate from the leader of the foundation so that they are legal in teaching at the school. The following is the data for teachers at SMK AL Islam Kalijambe.

    b. Value Scale X1 (teachers' work experience)

No	Scale		Score
1	1-5 Years	2021-2017	1
2	5-10 Years	2016-2011	2
3	10-15 Years	2010-2006	3
4	15 - 20 Years	2005-2000	4
5	20-25 Years	1999-1995	5

Table 4.2 X1 Point Scale

The table above according to Kunandar, which the length of teaching can be given a value. if the length of teaching is within one to five years then the score is one, if the length of teaching is within five to ten years then it can be given two points, and so on, up to the teaching limit of twenty-five years which has the highest point.

2. X2 Data (Creativity in Teaching)

    a. X2 Score (Creativity in Teaching)

No	Name	Score	No.	Name	Score
1	Drs. Muslim	93	31	Endah Kristiani, S. Pd	81
2	Siti masruroh, S. Pd. I	91	32	Tujiman, S. Pd	81
3	Lupiyanti handayani, S. Pd., S. T	91	33	Rini Anjani, S. Pd	81
4	Sunardi, S. T	90	34	Riyanto, S. Pd	79
5	Toni Merson, S. T., Sp. Pd	90	35	Agung Sutoyo, S. Kom	80
6	Juliyanto, S. Pd	89	36	Siswanto, S. T	80
7	Drs. Solihiin	88	37	Agus Kurniawan, S. Pd	80
8	Drs. Toyibun	88	38	Syamila Wulandari, S. Pd	79
9	Windarto, S. Pd	88	39	Joko Sutrisno, S. T	79
10	Suratman, S. T	87	40	Azis maturi, S. H I	79
11	Ismiyati Novi	87	41	Rahmawati, S. Pd	79
12	Tujiman, S. Pd	87	42	Toyib Mustofa, S. T	81
13	Zuhdi, A. Md	86	43	Taufik Tanaya, S. T	79
14	Nur Holis, S. Pd	86	44	Udi Kholis, S. Pd	79
15	Mustakim, S. Pd	86	45	Waluyo, S. Ud., M. Pd	78
16	Anang Setiawan, S. Pd. I	86	46	Joko Setiyono, S. Kom	78
17	Soleh Setiawan, S. Pd	86	47	Febriyanto, S. Kom	78
18	Siti Aisyah, S. Ag	86	48	Zaki Mustofa, S. Kom	78
19	Indriyati, S. Pd	86	49	Dewi Asturti, S. Kom	77
20	Muslimin, S. Pd	85	50	Endang Sriyanti, S. Kom	77
21	Ahmad Saebani, S. Pd	85	51	Rohmat Subodro, S. T	77
22	Sudarto, S. Pd	85	52	Febri Budi wati, S. Kom	77
23	Giyarto, S. Pd. I	85	53	Andi Prasetyo. S. Pd	76
24	Sugiyanto, S. Pd., M. Pd	85	54	Ayyash Resmawan W, S. Pd	76
25	Suhardi, S. Pd	84	55	Sigit Wianto, S. Pd	76

26	Gunawan, S. Pd	84	56	Wakis Wijaryanto, S. T	75
27	Siti Aminah, S. Pd	82	57	M. Facthul Huda, S. Pd	75
28	Rosyid Ridho, S. Pd	82	58	Masyhuri, S. Pd	77
29	Tutik, S. E	82	59	Andika Respati, S. Kom	73
30	Sutrisno, A. Md	81	60	Arsyadz Resmawan W, S. Pd	73

Table 4.5. X2 Score

1. Y Data (Teachers' Performance)

Data Y was obtained from the assessment of the Yayasan SMK AL Islam Kalijambe Sragen based on three aspects such as teachers' performance, attendance and additional assignments.

No	Name	Y Score	No.	Name	Y Score
1	Drs. Muslim	90	31	Endah Kristiani, S. Pd	85
2	Siti masruroh, S. Pd. I	90	32	Tujiman, S. Pd	85
3	Lupiyanti handayani, S. Pd., S. T	90	33	Rini Anjani, S. Pd	80
4	Sunardi, S. T	90	34	Riyanto, S. Pd	80
5	Toni Merson, S. T., Sp. Pd	90	35	Agung Sutoyo, S. Kom	80
6	Juliyanto, S. Pd	90	36	Siswanto, S. T	80
7	Drs. Solihiin	90	37	Agus Kurniawan, S. Pd	80
8	Drs. Toyibun	90	38	Syamila Wulandari, S. Pd	80
9	Windarto, S. Pd	90	39	Joko Sutrisno, S. T	80
10	Suratman, S. T	87	40	Azis maturi, S. H I	80
11	Ismiyati Novi	85	41	Rahmawati, S. Pd	80
12	Tujiman, S. Pd	85	42	Toyib Mustofa, S. T	80
13	Zuhdi, A. Md	85	43	Taufik Tanaya, S. T	80
14	Nur Holis, S. Pd	85	44	Udi Kholis, S. Pd	80
15	Mustakim, S. Pd	85	45	Waluyo, S. Ud., M. Pd	80
16	Anang Setiawan, S. Pd. I	85	46	Joko Setiyono, S. Kom	80
17	Soleh Setiawan, S. Pd	85	47	Febriyanto, S. Kom	80
18	Siti Aisyah, S. Ag	85	48	Zaki Mustofa, S. Kom	75
19	Indriyati, S. Pd	85	49	Dewi Asturti, S. Kom	75

20	muslimin, S. Pd	85	50	Endang Sriyanti, S. Kom	75
21	Ahmad Saebani, S. Pd	85	51	Rohmat Subodro, S. T	75
22	Sudarto, S. Pd	85	52	Febri Budi wati, S. Kom	75
23	Giyarto, S. Pd. I	85	53	Andi Prasetyo. S. Pd	75
24	Sugiyanto, S. Pd., M. Pd	85	54	Ayyash Resmawan W, S. Pd	75
25	Suhardi, S. Pd	85	55	Sigit Wianto, S. Pd	75
26	Gunawan, S. Pd	85	56	Wakis Wijaryanto, S. T	75
27	Siti Aminah, S. Pd	85	57	M. Facthul Huda, S. Pd	75
28	Rosyid Ridho, S. Pd	85	58	Masyhuri, S. Pd	75
29	Tutik, S. E	85	59	Andika Respati, S. Kom	75
30	Sutrisno, A. Md	85	60	Arsyadz Resmawan W, S. Pd	75

Table 4.6 Y Score

The data above was obtained from the assessment of the SMK AL Islam Kalijambe Sragen foundation which has independently done to find out the human resources of teachers in the school. The researcher only asks for the existing data and then processes it into data and values for research purposes.
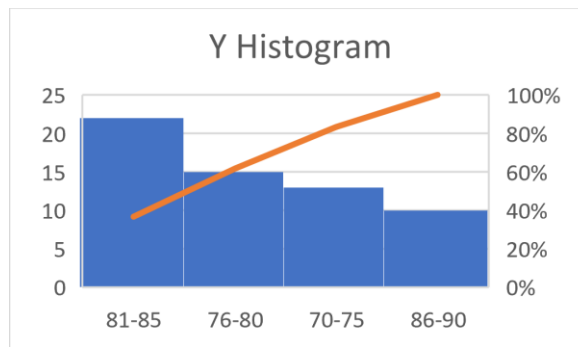
a. Y Value Data (Teachers' Performance)

1) Data Distribution Y

Y (Teachers' Performance)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	70-75	13	21.7	21.7	21.7
	76-80	15	25.0	25.0	46.7
	81-85	22	36.7	36.7	83.3
	86-90	10	16.7	16.7	100.0
	Total	60	100.0	100.0	

Table 4.10. Y distribution

2) Y Histogram (Teachers' Performance)

Picture 4.3 Y Histogram

1. Analysis of the Prerequisite Test Results

   a. Normality Test

      1) Kormogorov Normality Test X1 to Y

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		60
Normal Parameters[a]	Mean	.0000000
	Std. Deviation	4.07107726
Most Extreme Differences	Absolute	.131
	Positive	.103
	Negative	-.131
Kolmogorov-Smirnov Z		1.013
Asymp. Sig. (2-tailed)		.257

Table 4.11 Kormogorov Normality X1 and Y

Conclusion

The Kolmogorov-Sminov normality test is part of the classical assumption test. The normality test aims to determine whether the residual value is normally distributed or not. A good regression model is to have a residual value that is normally distributed.

Basis for decision making:

a) If the significance value > 0.05, the residual value is normally distributed

b) If the significance value < 0.05, the residual value is not normally distributed

Based on the results of the normality test, it is known that the significance value is $0.275 > 0.05$, it can be concluded that the residual value is normally distributed.

2) Kormogorov Normality Test X2 against Y

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		60
Normal Parameters[a]	Mean	.0000000
	Std. Deviation	3.76557854
Most Extreme Differences	Absolute	.142
	Positive	.094
	Negative	-.142
Kolmogorov-Smirnov Z		1.103
Asymp. Sig. (2-tailed)		.176

4.12 Table Kormogorov Normality X2 and Y

Conclusion

The Kolmogorov-Sminov normality test is part of the classical assumption test. The normality test aims to determine whether the residual value is normally distributed or not. a good regression model is to have a residual value that is normally distributed.

Basis for decision making:

a) If the significance value > 0.05, the residual value is normally distributed

b) If the significance value < 0.05, the residual value is not normally distributed

Based on the results of the normality test, it is known that the significance value is $0.176 > 0.05$, it can be concluded that the residual value is normally distributed.

3) Kormogorov Normality Test X1, X2 and Y

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		60
Normal Parameters[a]	Mean	.0000000
	Std. Deviation	1.59634308
Most Extreme Differences	Absolute	.089
	Positive	.075
	Negative	-.089
Kolmogorov-Smirnov Z		.692
Asymp. Sig. (2-tailed)		.724

4.13   Table Kormogorov Normality X1, X2 and Y

Conclusion

The Kolmogorov-Sminov normality test is part of the classical assumption test. The normality test aims to determine whether the residual value is normally distributed or not. a good regression model is to have a residual value that is normally distributed.

Basis for decision making:

a) If the significance value > 0.05, the residual value is normally distributed

b) If the significance value < 0.05, the residual value is not normally distributed

Based on the results of the normality test, it is known that the significance value is 0.724 > 0.05, it can be concluded that the residual value is normally distributed.

b. Linierity Test

1) Linearity Test X1 to Y

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Teachers' Performance * Teachers' Work Experience	Between Groups	(Combined)	499.757	3	166.586	9.570	.000
		Linearity	496.737	1	496.737	28.536	.000
		Deviation from Linearity	3.020	2	1.510	.087	**.917**
	Within Groups		974.826	56	17.408		
	Total		1474.583	59			

Table 4.14 linierity X1 and Y

Conclusion

Linearity test is to determine the form of the relationship between

independent and dependent variables.

Basic decision making

a) If the sig Deviation from Linearity value> 0.05, there is a linear relationship between the independent variable and the dependent variable.

b) If the sig Deviation from Linearity value < 0.05, there is no linear relationship between the independent variable and the dependent variable

From the table above, it shows that the results of Deviation from Linearity are $0.917 > 0.05$, so there is a linear relationship between the independent variables and the dependent variable.

2) Linearity Test X2 towards Y

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Teachers' Performance * Creativity in Teaching	Between Groups	(Combined)	895.714	17	52.689	3.823	.000
		Linearity	637.988	1	637.988	46.289	.000
		Deviation from Linearity	257.726	16	16.108	1.169	.331
	Within Groups		578.869	42	13.783		
	Total		1474.583	59			

Table 4.15 Linierity X2 and Y

Conclusion

Linearity test is to determine the form of the relationship between independent and dependent variables.

Basic decision making

a) If the sig Deviation from Linearity value > 0.05, then there is a linear relationship between the independent variable and the dependent variable.

b) If the sig Deviation from Linearity value < 0.05, then there is no linear relationship between the independent variable and the dependent variable

From the results of the table above shows that the results of Deviation from Linearity are $0.331 > 0.05$, so there is a linear relationship between the independent variables and the dependent variable.

3) Linearity Test X1, X2 towards Y

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Unstandardized Residual * Unstandardized Predicted Value	Between Groups	(Combined)	110.184	19	5.799	5.775	.000
		Linearity	.000	1	.000	.000	1.000
		Deviation from Linearity	110.184	18	6.121	6.096	.000
	Within Groups		40.167	40	1.004		
	Total		150.350	59			

Table 4.16 Linierity X1, X2 and Y

Conclusion

Linearity test is to determine the form of the relationship between independent and dependent variables.

Basic decision making

a) If the sig Linearity value > 0.05, then there is a linear relationship between the independent variable and the dependent variable.

b) If the sig Linearity value < 0.05, then there is no linear relationship between the independent variable and the dependent variable

From the results of the table above shows that the results of Linearity are 1.000 > 0.05, so there is a linear relationship between the independent variables and the dependent variable.

A. Hypothesis Testing

1. There is a positive correlation between teachers' work Experience towards teachers' performance.

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Teachers' Performnace * Teachers' work experience	Between Groups	(Combined)	499.757	3	166.586	9.570	.000
		Linearity	496.737	1	496.737	28.536	.000
		Deviation from Linearity	3.020	2	1.510	.087	**.917**
	Within Groups		974.826	56	17.408		
	Total		1474.583	59			

Table 4.17 Linierity X1 and Y

The results of the table above show that the value of Deviation from Linearity is 0.917 > 0.05, so there is a linear relationship between the independent variables and the dependent variable.

2. There is a positive correlation between creativity in teaching towards teachers' performance.

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Teachers' performance * Creativity in Teaching	Between Groups	(Combined)	895.714	17	52.689	3.823	.000
		Linearity	637.988	1	637.988	46.289	.000
		Deviation from Linearity	257.726	16	16.108	1.169	.331
	Within Groups		578.869	42	13.783		
	Total		1474.583	59			

Table 4.18 linierity X2 and Y

Note;

a) If the sig Deviation from Linearity > 0.05, then there is a linear relationship between the independent variables and the dependent variable

b) If the sig Deviation from Linearity < 0.05, then there is no linear relationship between the independent variables and the dependent variable

The results table above shows that the value of Deviation from Linearity is $0.331 > 0.05$, so there is a linear relationship between the independent variables and the dependent variable.

3. There is a positive correlation between teachers' work Experience and creativity in teaching toward teachers' performance.

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Unstandardized Residual * Unstandardized Predicted Value	Between Groups	(Combined)	110.184	19	5.799	5.775	.000
		Linearity	.000	1	.000	.000	1.000
		Deviation from Linearity	110.184	18	6.121	6.096	.000
	Within Groups		40.167	40	1.004		
	Total		150.350	59			

Table 4.19 linierity X1, X2 and Y

Note.

a) If the sig Linearity > 0.05, then there is a linear relationship between the independent variables and the dependent variable

b) If the sig Linearity < 0.05, then there is no linear relationship between the independent variables and the dependent variable

The results table above shows that the value of Deviation from Linearity is $1.000 > 0.05$, so there is a linear relationship between the independent variables and the dependent variable.

B. Discussion

1. There is significant posistive correlation betweenteachers' work Experience towards teachers' performance of SMK AL ISLAM KALIJAMBE.

Correlations

		TEACHERS' WORK EXPERIENCE	TEACHERS' PERFORMANCE
TEACHERS' WORK EXPERIENCE	Pearson Correlation	1	.914**
	Sig. (2-tailed)		.000
	N	60	60
TEACHERS' PERFORMANCE	Pearson Correlation	.914**	1
	Sig. (2-tailed)	.000	
	N	60	60

Table 4.20 Correlation X1 and Y

a. The basis for correlation decision making

1) If the significance value < 0.05 then it is correlated

2) If the significance value > 0.05, it is not correlated

From the table above the significance value is $0.00 < 0.05$, the variables of teachers' work experience (X1) and Teachers' Performance (Y) have positive correlation. It means that the positive correlation is thatthe higher the teachers' work experience, the better the teacher's performance.

b. Guidelines for the degree of correlation

1) Pearson Correlation value 0.00 to 0.20 = no correlation

2) Pearson Correlation value 0.21 to 0.40 = weak correlation

3) Pearson Correlation value 0.41 to 0.60 = moderate correlation

4) Pearson Correlation value 0.61 to 0.80 = strong correlation

5) Pearson Correlation value 0.81 to 1.00 = perfect correlation

The Pearson Correlation value is 0.914, the degree of the relationship is perfectly correlated

c. If the significance value is right at 0.05

(comparing Pearson Correlation with r table, r table for 60 respondents 0.254)

1) Pearson Correlation > r table = related

2) Pearson Correlation < r tabel = not related

    Pearson Correlation value 0.941 > 0.254, then the variables X1 and Y are related

2. There are significant posistive correlation between creativity in teaching towards their teachers' performance of SMK AL ISLAM KALIJAMBE.

Correlations

		TEACHERS' CREATIVITY	TEACHERS' PERFORMANCE
TEACHERS' CREATIVITY	Pearson Correlation	1	.944[**]
	Sig. (2-tailed)		.000
	N	60	60
TEACHERS' PERFORMANCE	Pearson Correlation	.944[**]	1
	Sig. (2-tailed)	.000	
	N	60	60

Table 4.21 Correlation X2 and Y

a. The basis for correlation decision making

   1) If the significance value < 0.05 then it is correlated

   2) If the significance value > 0.05, it is not correlated

   From the table above the significance value is 0.00 < 0.05, the variable Creativity in teaching (X2) and Teachers' performance (Y) have a positive correlation. It means that the positive correlation is the higher the teachers' work experience, the better the teacher's performance.

b. Guidelines for the degree of correlation

   The Pearson Correlation value is 0.944, the degree of the relationship is perfectly correlated

c. If the significance value is right at 0.05

   (comparing Pearson Correlation with r table, r table for 60 respondents 0.254)

   1) Pearson Correlation > r table = related

   2) Pearson Correlation < r table = not related

       Pearson Correlation value 0.944 > 0.254, then the variables X2 and Y are related

3. There any significant positive correlation between teachers' work experience and creativity in teaching towards their teachers' performance of SMK AL ISLAM KALIJAMBE

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.948ª	.899	.895	1.624	.899	253.549	2	57	.000

Table 4.22 Correlation X1, X2 and Y

a. The basis for correlation decision making

   1) If the sig f change value < 0.05 then it is correlated

   2) If the sig f change value > 0.05 then it is not correlated

From the table above, the significance value is $0.00 < 0.05$, the variables of teachers' work experience (X1) and Creativity in teaching (X2) on Teachers' Performance (Y) has a positive correlation. It means that the positive correlation is the higher the teachers' work experience, the better the teacher's performance.

b. Guidelines for the degree of correlation

Pearson Correlation value is 0.948, so the degree of relationship is perfectly correlated. While the simultaneous contribution of teachers' work experience (X1) and Creativity in teachings (X2) to Teache'r Performance (Y) is 0.899 while 0.101 is influenced by other variables.

E. Limitation of the Rearch

This study has limitation that can be taken into consideration for the next reseracher in order to obtain better research results. This limitation of the research includes:

1. The scope used in the reasearch only one school whose scope is not too big and broad, so that the research result cannot be generalized to the wider population.

2. The scope used in the research are only all teachers in SMK AL Islam Kalijambe whose scope is not too big and broad, whereas there were still many other teachers in SMK AL Islam Kalijambe which have situation, condition and culture diversely so the results of this research study cannot be used for generalize the wider sector.

3. This study only used two independent variables, correlation of teachers' work experience and creativity ing teaching. There were still several other independent variables and possibily have a correlation on the dependent variable of Teachers' Performance.

4. In this study the data are resulted from documments and questionnaires. Which is based on the perception of the respondent's answer so that the conclusion retrieved

was based on the data collected through using a written questionnaire instrument without being interview.

5. There were still limitations in terms of both the metodology and the results obtained from this study. Further research was needed on correlation of teachers' work experience and creativity in teaching towards teachers' performance.

CONCLUSION

In this research, it was found that the significant correlation between teachers' work experience towards teachers' performance was 0,000 with significance level 0,00> 0.05. It means that there was significant between teachers' work experience towards teachers' performance. Among these variables, regression had also been tested. The result is that between the teachers' work experience towards teacher's performance, there is a large influence of 0.833 It is interpreted that teachers' work experience can affect teachers' performance.

The significant between creativity in teaching towards teachers' performance also showed significant, indicated by the significant value of 0.00 with significant level. Among these variables, regression had also been tested, the result is that between creativity in teaching towards teacher's performance there is a large influence of 0.890.

Then the significant between teachers' work experience and creativity, in teaching indicated value is 0.00 with significant level. towards teachers' performance. And from the three variables, regression had also been tested, the result is that the length of teachers' work experience, teachers' creativity towards teacher performance has a large effect of 0.895. Therefore, the correlation was significant.

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