

ANALYSIS ON INTERPERSONAL COMMUNICATION AND WORK MOTIVATION TO THE WORK SPIRIT OF TEACHERS AT AL-IZHAR SENIOR HIGH SCHOOL PONDOK LABU – SOUTH JAKARTA

Irwin Ananta, S.E, MM

ABSTRACT

The object of this research is al-Izhar Senior High School, Pondok Labu, South Jakarta. The objective is to analyse the effect of interpersonal communication and work motivation to the teachers' work spirit, both simultaneously and partially. The existence of harmonious and synergical communication with the motivation will increase the work spirit of teachers in at school.

*This research uses the questionnaire using likert scale method and takes the sample of the teachers of Al-Izhar Senior High School, Pondok Labu, by **simple random sampling**, which used the slovin formulation to determine the number of samples taken. The data collected then be processed by using descriptive and **regression** to look at the effect between variables.*

*The result of the research to the 38 sample of the teachers as respondents of the total population of 42 persons at SMA al-Izhar, Pondok Labu - South Jakarta resulting in the conclusion that **simultaneously** the researcher found the positive and significant effect from the interpersonal communication variable and Work Motivation toward the Teachers's Work Spirit, the equation constant value of 0,491, regression value of β_1 is 0,558, while the regression value of β_2 is 0,382. Determination **coefsience (Koefisien determinasi)** (R^2) of 0.775. it's **acknowledged** that the **coefsience** variable, competence variable and emotional intelligence of the teachers have the affect of 77,5 per sent toward the teachers' performance.*

Keyword: Interpersonal Communication, Work Motivation, The Teachers' Work Spirit

1. INTRODUCTION

Human beings are social creature that can not avoid the social relation network, they always carry out the social contact in their activities in building the social relation with others. They use most of their time to interact with others through communication. In view of the communication recurring with high intensity compared to the other activities, it can be stated that communication constitutes the significant factor of human lives.

According to Hardjana (2007), interpersonal communication is indicated by the form of face-to-face interaction between two persons or more with which the senders can transmit the messages directly, while the receiver can respond it as well. Interpersonal communication can be a medium to express the ideas both personal and work affairs.

The number of teachers of Al-Izhar is 42 persons who are assigned to teach grade one, two and three that each consists of five classrooms per period and each classroom consists of 28 students with capacity of 30 students for each classroom. To assure the process of the study at school it is impossible to disregard the significant role of teachers as spearheads of human resources at the

school organization. Without the support of the qualified human resources the institution will never be able to operate well. The motivation often given to the teachers of Al-Izhar to increase their spirit or enthusiasm. According to Reksohadiprodjo and Handoko (1997:252), motivation is the condition within the persons that triggers them to perform certain activities to reach the objectives.

Starting from the illustration above, the writer tried to conduct a research concerning the effect of personal communication and work motivation to the work spirit of the teachers. Of the problems occur at SMA Islam Al-Izhar is the intensity of meeting of each one within interaction. So that it influences the quality of communication and the information received by the teachers. The strive to motivate the teachers is given by the foundation management to enhance the work motivation of teachers.

The objectives of the research are to:

- 1) Describe the interpersonal communication and teachers' work motivation in enhancing their work spirit at SMA Islam Al-Izhar Pondok Labu in South Jakarta.

- 2) Analyze both simultaneously and partially the effect of interpersonal communication and work motivation of the teachers toward their work spirit at SMA Islam Al-Izhar Pondok Labu in South Jakarta.

The method used to analyse the influence of interpersonal communication and work motivation toward the teachers' work spirit at SMA Islam Al-Izhar Pondok Labu in South Jakarta is descriptive method of statistics, i.e. the statistics that refers to the collection, processing, presentation, and the account of the data score then included to the table or graphics. Because the free variable used is more than one, so the double regresion analysis is used. The computation to see the relation uses the *Statistical Package for Social Science (SPSS) software* version 18.00. The sample of the research is all teachers of SMA Islam Al-Izhar Pondok Labu South Jakarta. And based on the data gained on 10 Januari 2011 the number of teachers is 42 persons. The account of sampel can be determined using Slovin formula in Umar (2008), with equation :

$$n = \frac{N}{1 + Ne^2}$$

Keterangan :

n = The size of sample
N = The size of population
e = Error degree

With population (N) of 42 persons and error degree (e) of 5%, so the size of sample (n) in this reasearch is:

$$n = \frac{42}{1 + 42 (0.05)^2} = 38$$

The sample of the teacher will be taken from the population uses *simple random sampling* technique, because the sampling is conducted randomly without regarding the strata within the population and the members of population are considered homogeneous. The data collection of the research is carried out by:

- 1) Providing the list of questions (questionare) to the teachers who are the respondents at SMA Islam Al-Izhar Pondok Labu, South Jakarta.
- 2) Studying the documents which are conducted by collecting and studying the supporting data in the form of a brief history of the company, the structure of organisation, and the data that are gained directly from SMA Islam Al-Izhar Pondok Labu, South Jakarta.

The hypohthesis of the reasearch are as follows:

- Ha₁ Simultaneously the positive and significant effect of Interpersonal communication and work motivation are found toward work spirit of teachers at SMA Al-Izhar Pondok Labu.
- Ha₂ Partially the positive and significant effects of interpersonal communication are found toward the work spirit of teachers at SMA Al Izhar Pondok Labu.
- Ha₃ Partially the positive and significant effects of the work motivation toward the teachers' spirit of work are found at SMA Al-Izhar Pondok Labu.

The benefit wished from this research are as follows:

- 1) To give the positive contribution for the development of science espesially in relation to interpersonal communication and work motivation in enhancing the work spirit among the teachers, so the objectives of education wished can be reached are in accordance with the objectives.
- 2) As the resource of information, the consideration and contribution for the leaders of school in making decision particularly in relation to the interpersonal communication problem, work motivation, and work spirit.
- 3) The research is supposed to be beneficial for the development at science of human resources.

II REVIEW OF RELATED LITERATURE

2.1. Interpersonal Communication

Communication is conducted to send the communication. When communicate with others, person transmit information. The person receiving the information will respond, so the interaction occurs between both of them. The interpersonal communication is mostly used by whomever to solve the problems emerging due to any conflict in living the daily lives.

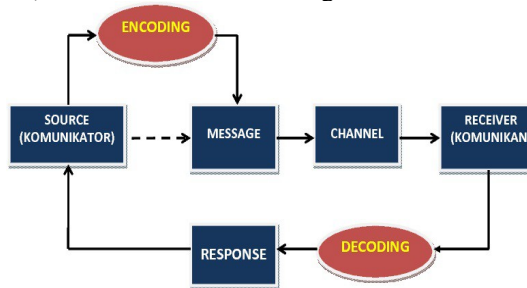
The number of experts have strived to formulate the definition of interpersonal communication that can be a reference for us to understand. The following is the definition formulated. Interpersonal communication is one that occurs between two or more person face to face (Cangara, 2004:31).

According to Mulyana (2001), interpersonal communication is communication occuring among persons face to face, that enable the members to catch the reaction of others directly, both verbally and non-verbally. Everett in Mulyana (2001) illustrate that interpersonal communication is face-to-face communication among persons. Rogers in Mulyana (2001) defined *interpersonal* communication as

mouth-to-mouth communication occurring in the face-to-face interaction among persons. While Barnlund in Wiryanto (2006) stated that interpersonal communication is regarded as meeting between two persons or more that occurs spontaneously and unstructuredly.

From the previous definition illustrated, it can be concluded that *interpersonal* communication is one that occurs between two persons in the form of face-to-face communication in which all persons can catch the reaction of others both verbally and non-verbally. The following is the important points regarding the discussion on theories of communication:

1. The elements of *Interpersonal* communication
Berlo, Osgoog, Miller, Fleur, Joseph De Vito, Sereno and Vora in Cangara (2003) formulated the elements of *interpersonal* communication, i.e., Source, Message, Medium, Receiver, Effect, Feedback and Surrounding.



Picture 2.1
Chart of The Elements of Interpersonal Communication

2. Kinds of *Interpersonal* Communication
In view of its feature, *interpersonal* communication can be distinguished in two kinds (Cangara, 2003), such as dyadic Communication and small-group communication.
3. The Purpose of Interpersonal Communication
The Purposes of Interpersonal Communication are to increase the human relation, avoid and overcome the conflict, reduce uncertainty, share the knowledge and experience with others (Cangara, 2004:33). Interpersonal communication can enhance the human relation among those who are involved within communication. Through the interpersonal communication, people can strive to build the good relation that can avoid and overcome the conflicts among others. *Interpersonal* communication can be used as purposes. There are six purposes of interpersonal communication that are considered important (Widjaja, 2000), i.e., acknowledging himself/herself as a

communicator and other, acknowledging the outsiders, creating and taking care of human relation to be meaningful, Changing the attitude and behavior, playing and seeking the pleasure, helping others.

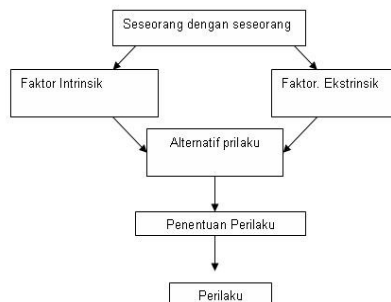
4. Features of interpersonal communication
Interpersonal communication is the social process in which the persons involved influence each other. As stated by De Vito (in Aloliliweri 1997:12) that interpersonal communication is the transmission of messages from someone that are further received by others, or a group of others with effect and direct feedback. In view of Everet M. Rogers, there are several features of communication that use the interpersonal channel (Liliweri, 1997:13) : The stream or line of message that tends to be two directions, Two-direction communication context, the extent of feedback occurs is high, The capability to overcome the high selectivity, The range rapidity to the big audience is relatively slow, The effect that possibly occurs is the change of attitude.
5. Factors that influence the interpersonal communication
The following is the illustration of the factors that effect interpersonal communication:
 - a. Interpersonal perception
 - b. Self-concept
 - c. Interpersonal attraction
6. Interpersonal communication at work:
 - 1). Vertical communication
This sort of communication constitutes the form of communication occurs from upward to downward and in contrast. In this case the communication by the superior/higher to the subordinate, and from the subordinate to the higher reciprocally. This kind of communication usually happens when the policy, work procedure, Instruction, and implementation.
 - 2). Horizontal communication
This is a kind of communication that occurs horizontally among the officers, etc. Horizontal communication often goes on uncommonly. The horizontal communication is performed by two parties of the equal level. This communication runs face to face either by means of electronic medium such as telephone or written messages.
 - 3). Diagonal Communication
This kind of communication is often considered as diagonal communication. It runs from a person to another one in a different position. In this context, one is not in the traffic lane of structure of another. The diagonal communication runs between two parties of different level but have no direction authority to

another side. Through the hierarchical traffic lane a leader should pay attention more to communication with his/her subordinate well, so the leader can arouse the interest and work spirit with a good communication to reach the purpose wished. This communication takes place during a meeting, discussion outside the work hours, reception location.

2.2. Work Motivation

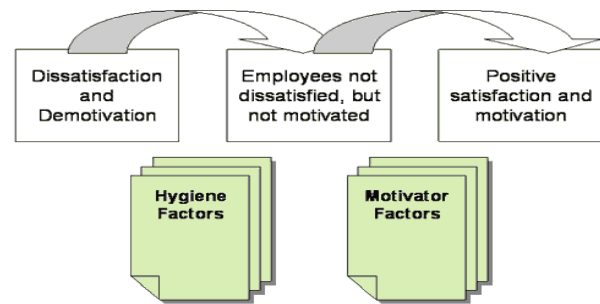
Motivation deals with the ways of directing the potency of subordinate to work productively, reach and realize the target successfully. Work motivation is a phrase that consists of two words, i.e., work and motivation. In view of Robbins (2001:166), motivation is the willingness to assemble the high extent of efforts for the aims of organization that is conditioned to fulfill the individual needs. The needs appear when there is no balance between what is owned and what is hoped. The encouragement constitutes the mental power that is oriented to the fulfillment of the hope and attainment of the aims. While the aims are the targets or what should be reached by individual. The work is the activity to carry out something (Fattah 2003:19). The motivation of work is the condition that affects to arouse, direct, and maintain the behaviour concerning the work environment (Amirullah et al, 2002:146). Further, Winardi (2002: 6) stated that the work motivation is the potency owned by human beings that can be developed by the outside potency essentially around the monetary repayment and non monetary that can influence the result of their performance both positively and negatively, that depends on the situation or condition faced by the pertinent persons.

From the illustration above it can be concluded that work motivation is something that arouses the spirit or the support of individual or a group to work to reach the goal. The work motivation of teacher is one that makes the teacher wish to reach certain goals by means of duties implementation. The teachers' work motivation will supply the energy to work / direct the activities during a work, and cause the teachers know the goals relevant to both the individual and organizational goals.



Picture 2.2
The Determinant of Motivation

In developing the motivation concept, the theories of motivation have developed to illustrate and to get on to the work motivation of the officers or employees. Of the motivation theories in this research the two-way motivation is used that was proposed by Herzberg.



Picture 2.3
The Motivation Theory of Herzberg

The theory of Herzberg was proposed by Frederick Herzberg in 1966 which constitutes the development of hierarchical needs theory according to Maslow. Herzberg theory provides the two significant contributions for the leaders of organization in motivating the employees. *Firstly*, this theory is more explicit than the theory of hierarchical needs of Maslow, especially in the fact of the relation among the needs in the work performance. *Secondly*, the scheme arouses the application model, enriching the work (Leidecker and Hall in Timpe, 1999:13). Herzberg developed two factors of motivation theory (Cushway and Lodge, 2002 : 138). In view of this theory, there are two factors that influence the condition of one's work, i.e., the satisfying factor (*motivation factor*) that is mentioned as *satisfier* or *intrinsic motivation* and health factor (*hygiene*) that is also called *dissatisfier* or *extrinsic motivation*. The Herzberg theory viewed the two factors that support the employees motivated, i.e., intrinsic factor as a trigger that emerges from each person, and extrinsic factor as the trigger as outsider, particularly from the organization where they work. So the employees who are supported intrinsically will be interested in their works that enable them to make of use the creativity and its innovation, working with the high extent of autonomy and do not need the tight supervision. The satisfaction is not related to the material attainment. In contrast, those who are supported by the extrinsic factors tend to view what is provided by the organization to them and for their performance

directed to the attainment of what they wish from the organization (in Sondang, 2002:107). While the motivation factors in view of Herzberg are: the work itself, the achievement, the opportunity for *advancement*, the *recognition* of others, *responsibility*. While the hygienic factors consist of : compensation, work condition, status, supervision, human interpersonal relation, and the policy of company. More obviously, *Herzberg's Two Factor Theory* quoted by Luthas (1992 : 160) is as follows :

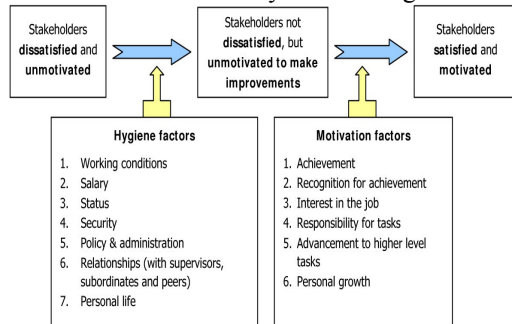
Table 2.1. Herzberg's Two Factor Theory

Hygiene Factor (Extrinsic)	Motivators (Intrinsic)
1. Company policy and administration	1. Achievement
2. Supervision technical	2. Recognition
3. Salary	3. Work itself
4. Interpersonal relation, supervisor	4. Responsibility
5. Working condition	5. Advancement

Resource : Luthas (1992 : 160).

In view of Herzberg, hygienic factor (extrinsic factor) will never support the interest of officers to have a good performance. However, if this factors are considered are considered unsatisfying, such as insufficient salary, unpleasant work condition, the mentioned factors will be a source of potential dissatisfaction (Cushway & Lodge, 1995 : 139). While the motivation factors (intrinsic factor), constitute the supporting factors for spirit to reach the higher performance. So, the satisfying factors for high level of needs (motivation factors) enable more someone for the high performance than the satisfying factors of the lower needs (hygienic factors) (Leidecker & Hall in Timpe, 1999:13).

It has been illustrated previously that motivation factors that are used in this research are quoted from two-factor theory of Herzberg.



Picture 2.4 Motivation Factors

The motivation factors will be illustrated in accordance with Two Factors Theory of Herzberg. Salary factor, Supervision, Policy and administration, Work Relation, Work Condition. The work itself, the opportunity to advance, Recognition, achievement,

Responsibility.

2.3. Work Spirit

Work spirit is used to describe all circumstances conceived by the employees in the office. When the employees feel comfortable, happy, optimistic, it is described that the employees have a high spirit of work and when the employees tend to debate, put pride in their pocket, look distressed, so they have the low spirit of work. Thw spirit of work is the attitude of neither individuals or groups of persons toward their willingness to cooperate to express their capacity totally (Pariata Westra,1980 : 49). According to Niti Semito (1991 : 160) the spirit of work is doing the duty more diligently, so the work can be accomplished more quickly and better. While in view of Moekijat (1995 : 201) the spirit of work is the capability of people's group to cooperate diligently and consequent in achieving the collective objective. In view of many ideas, the writer draws the conclusion that what is meant the spirit of work is the capability or willingness of every individual or a group of people to cooperate seriously with a full sense of responsibility, volunteering, the willingness to achieve the organization goals. So, to recognize the high or low spirit of work among the employees of organization is through the presence, cooperation, responsibility, pleasure, and harmonious relationship.

3. THE RESULT OF RESEARCH

3.1. Validity and Reliability Test

1). Variabel of Interpersonal Communication

The result of the validity test in the question item of Interpersonal Communication variable indicates that of the 20 items of questions asked, there are four items of questions that are invalid because the value of Corrected Item-Total Correlation or $r_{hitung} \leq 0.300$, i.e., at the question item i.e., at the question item X_1 , X_5 , X_6 dan X_{12} while 16 items of question is valid because the value of Corrected Item-Total Correlation or $r_{hitung} \geq 0.300$. The invalid item of questions is stated fails, so the question is not used. While the result of reliabilility of the interpersonal communicatio variable, based on the the data processing of table of SPSS indicates the variable of the interpersonal communication of the research is reliable, because of the value of *Cronbach Alpha* = 0.827 (≥ 0.600). so it can be concluded as well all valid items of questions have reliability or consistency in measuring the variable of interpersonal communication.

2). Work Motivation Variable

The result of validity test of the work motivation variable, all the items are valid because all have value of Corrected Item-Total Correlation or $r_{count} \geq 0.300$. So all items of the question are valid and all are used.

While the result of the reliability test at the work motivation variable, based on the data processing of table within SPSS, it is indicated that work motivation variable in this research is reliable, because the value of *Cronbach Alpha* = 0.883 (≥ 0.600). So, it can be concluded that all the valid items have reliability and consistence in measuring the work motivation variable.

3). Work Spirit Variable

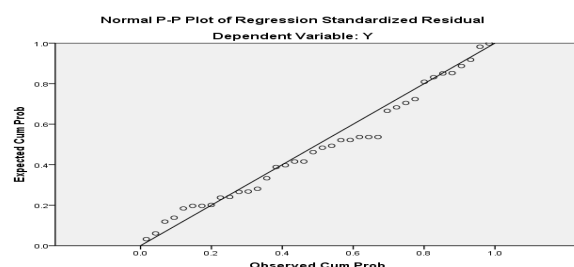
The result of validity test of work spirit, it can be known that of the 20 question item at the work spirit variable, it is found 3 items of question that are invalid, i.e., at the value of Y_5, Y_7 and Y_{20} . Because the value of Corrected Item-Total Correlation or $r_{count} \leq 0.300$. So, all items of the question fail or invalid then the decision is not used. While the result of reliability test at the work spirit variable based on the table data processing at SPSS indicate variable of work spirit of this research is reliable, because the value of *Cronbach Alpha* = 0,845 (≥ 0.600). Hence, it can be concluded that as well that all items of question have reliability and consistence in measuring work spirit variable.

3.2. The Classical Assumption Test

1). Linierity Test

The result of line plot in the research model using the SPSS 18.00 is:

Line Plot Between Variables (Normal P-P)



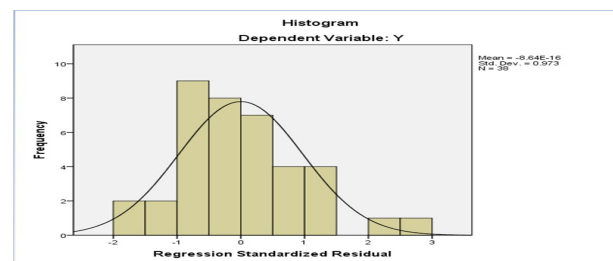
Picture 3. 1 Chart of Line Plot Garis Between Variables (Normal P-P)

The chart IV.4 is the chart that describes plot between residual value (ZRESID) with the predicted value (ZPRED) at the double regression the effect of Interpersonal Communication and Work Motivation toward the work spirit of the Teachers at SMA Islam Al-Izhar Pondok Labu with which can be known the linierity of a model of double regression, in this research, the model is already linier, because the residual value that follows the plot of normal residual as seen in the chart.

2). Normality Test

The method to look at the normal data distribution done is by viewing the histogram residual at output of

SPSS. In this research the histogram residual is as follows:



Picture 3.2 Histogram Residual

Based on the view it is known that residual value is in the form of bell with the deviation standard of 0.973. So, it can be concluded that the data are distributed normally.

3). Multicollinearity Test

To detect whether or not there is multicollinearity in the regression model it can be seen from the value of tolerance and its contrast, i.e., *variance inflation factor* (VIF), tolerance measures the variability of free variable that is chosen which can not be described by other free variable. So, the low tolerance value is the same with the high value of VIF (because $VIF = 1/\text{tolerance}$) and it indicate the existence of the high Multicollinearity. The value of cut-off that is commonly used is the value of tolerance 0,10 or the same with the value VIF above 10 (Ghozali, Imam, 2001: 57). If in the model is found the serious Multicollinearity, one of the simple method used is by removing one of the independent variable that have the strong linier relationship. The following is the account of value of VIF in this research model.

**Table 3.1
Multicollinearity Test Model**

Coefficients ^a		
Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
X1	.442	2.264
X2	.442	2.264

a. Dependent Variable: Y

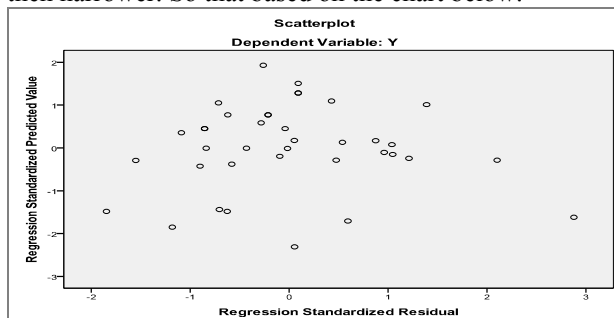
Source: Data processing of SPSS 18

In the Table 3.1 it is shown that the value of VIF in this research model ≤ 10 , i.e., 2,264, so that the model is free from the problem of Multicollinearity Test.

4). Heteroskedastisity Test

The detection of heteroskedastisity can be carried out by means of scatter plot method by plotting the value

ZPRED (prediction value) with ZRESID (residual value). The good model is gained if there is no certain model in the chart, such as collection in the middle, become narrower then wider or in contrast then narrower. So that based on the chart below:



Picture 3.3. Chart of Heterocedastisity Test

It is shown that by plotting the value ZPRED (prediction value) with ZRESID (residual value). The model gained is not certain model at the chart, so the model is free from the heterokedastisity problem.

3.3. The simultanious analysis on the effect of Interpersonal Communication and Work Motivation toward the work spirit of the teachers at SMA Islam Al-Izhar Pondok Labu.

Looking at the model formed in the form of plural aquity is $\hat{Y} = 3,041 + 0,558 X_1 + 0,382 X_2 + e$. This model can illustrate that Interpersonal Communiation and work motivation simultaneously affect positively and significantly to the work spirit. Lökk at the table:

**Table 3.2
The Result of Double F Regression Test**

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2865.753	2	1432.876	60.115	.000 ^a
	Residual	834.247	35	23.836		
	Total	3700.000	37			
a. Predictors: (Constant), X2, X1						
b. Dependent Variable: Y						

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: Data processing of SPSS 18

In accordance with the data processing of SPSS table, it is indicated that from the coeffisience assumption of $\beta X_1 = 0,558$ and coefficient of $\beta X_2 = 0,382$ and f sig is = 0,000 or significant for tolerance of $\alpha 0,01$. Further, dari koefisien gained obviously coefficient of Interpersonal communication is greater than from coefficient of work motivation or $0,558 > 0,382$. It indicate that from the perspective of 38 respondents mostly respond the variable of the policy of Interpersonal Communication in comparison to the variable of work motivation. However, the policy of work motivation can be used as variable that is able to predict the increase on the work spirit. Pay

attention the significance of (t sig) 0,003 or the significance from the limit of significance of 0,01 %.

**Table 3.3
The Result of Simultant Double Regression Among Variables**

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	
1	(Constant)	3.041	4.366		.696 .491
	X1	.558	.121	.558	4.617 .000
	X2	.382	.121	.382	3.159 .003

a. Dependent Variable: Y

Source: Data processing of SPSS 18

Further, it can be described that Interpersonal Communication and Work Motivation simultaneously can be used as an indicator to predict the increse of work spirit with significance of 0,01. However, in the operation, the policy of interpersonal communication and work spirit do not contribute the meaningful impact to the increase of work spirit. Look at the constant significance of 0,491, not significant from $\alpha 0,01, 0,05, 0,10$.

So that, the phenomena can state that Standard Operation Prosedure (SOP) of organization obviously is not able to support the policy of Interpersonal Communication and Workmotivation in enhancing the spirit of work in long term. If it occur, only contemporarily.

In the condition where the policy of Interpersonal Communication and work motivation the contribution occurs or the supply of $R^2 = 77,5\%$, while the rest can be illustrated by the other factors outside the variable that in this moment can be identified as the development of career, compensation, the evaluation for work discipline, etc. For further details, look at the chart:

**Table 3.4
Coefficient of Simultant Regression Equity Among Variables**

Model Summary ^b					
Model		R	Adjusted R Square	Std. Error of the Estimate	Durbin - Watson
dimension 0	1	.880 ^a	.775	4.8821747	1.594

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: Data processing of SPSS 18

Partially the effect of interpersonal communication to the work spirit of teachers is based on the value of significance at the real level = 0,01 ($\alpha = 0,01$). The variable of interpersonal communication effects significantly to the work spirit of teachers at SMA

Islam Al-Izhar Pondok Labu, South Jakarta. It can be known from the significant value of 0,000, lest than the real level = 0,01, so the decision is rejected, Ho. The result of data processing indicates that the constant value is 7,862 indicating that the pure score of the teachers' work spirit without being influenced by the change of the variable of Interpersonal Communication. The regression score β_1 is 0.843 indicating there a positive contribution resulting from the variable of Interpersonal Communication toward the Work Spirit of teachers at SMA Islam Al-Izhar Pondok Labu, South Jakarta, so the increase of variable of Interpersonal Communication is 1 unit. So that it can predict the change positively at the variable of Teachers' work spirit of 0.843 unit.

Table 3.5

The Result of Partial Regression on Interpersonal Communication to the Work Spirit of Teachers

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	7.862	4.572	1.719	.094
	X1	.843	.090	.843	.000

a. Dependent Variable: Y

Source: Data processing by SPSS 18

Partial coefficient determination (R^2) the effect of personal communication to work spirit of the teachers at SMA Islam Al-Izhar Pondok Labu, South Jakarta, the model above has the coefficient determination (R^2) of 0.710, it means that partially the Interpersonal Communication has effect of 71 % to the Work Spirit of the teachers at SMA Islam Al-Izhar Pondok Labu South Jakarta.

Table 3.6

Coefficient Determination of Interpersonal Communication toward Work Spirit of Teachers

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
dimension0	1	.843 ^a	.710	5.4570571	1.523

a. Predictors: (Constant), X1

b. Dependent Variable: Y

Source: Data processing by SPSS 18

Partially the effect of work motivation to the work spirit based on the significance value at the real level of = 0,01 ($\alpha = 0,01$). So the variabel of Work Motivation partially affects significantly the work spirit of the teachers at SMA Islam Al-Izhar Pondok Labu South Jakarta. It is known from the list of the significance value of 0.000, lest than the real level = 0,01, so the decision is rejected, Ho.

The result of data processing indicate that the constant value is 10,088 indicating the pure value of the teachers' spirit of work without being effected the change of work motivation variable. The regression value β_1 is 0.798 indicating that there is positive contribution resulting from work motivation toward the work spirit of the teachers at SMA Islam Al-Izhar Pondok Labu South Jakarta. So, the increase of work motivation variable is 1 unit will be able to predicate the change positively at the variable of the teachers' work spirit of 0.798 unit. Partial test of the effect of work motivation to the work spirit of teachers can be recognized at the following *output* of SPSS:

Table 3.7

The Result of Partial Regression of Work Motivation toward the Work Spirit of Teachers

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	10.088	5.116	1.972	.056
	X2	.798	.100	.798	.000

a. Dependent Variable: Y

Source: Data Processing of SPSS 18

Partial Coefficient determination (R^2) of the effect of the work motivation toward the work spirit of teachers toward the work spirit of teachers at SMA Islam Al-Izhar Pondok Labu South Jakarta, the above model has the coefficient determination (R^2) of 0.637, it means that partially the Work Motivation has the great effect to 63,7 % toward the work spirit of teachers at SMA Islam Al-Izhar Pondok Labu South Jakarta.

Table 3.8

Coefficient Determination of the Work Motivation Effect to the Teachers' Work Spirit

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
dimension0	1	.798 ^a	.637	6.1064841	2.040

a. Predictors: (Constant), X2

b. Dependent Variable: Y

Source: Data processing by SPSS 18

4. CONCLUSION

Based on the data, analysis, and the discussion have been carried out, the researcher can draw the conclusion as follows:

1. Interpersonal Communication and work motivation Interpersonal Communication and work motivation simultaneously have significant and positive effect to the teachers' work spirit of SMA Islam Al-Izhar Pondok Labu. However, it is known that the variabel of interpersonal communication has the greater effect compared

to work motivation. It is shown by the response of respondents to the variabel of interpersonal communication which is more responsive in the sake of enhancing the work spirit.

2. Insignificant constant value provides the conclusion that the phenomenon occurs at SMA Islam Al-Izhar Pondok Labu has been acknowledged that Standard Operation Procedure (SOP) of organization evidently is not capable of supporting the policy of Interpersonal Communication and Work Motivation in the sake of enhancing the work spirit for a long term. If it is possible, it can occur only temporarily.
3. The variabel of Interpersonal Communication partially affects significantly the Work Spirit of the Teachers at SMA Islam Al-Izhar Pondok Labu South Jakarta. It can be known from the significance value of 0,000, lest than the real level = 0,01.
4. The Variabel of Work Motivation parsially significantly affect the the Work Spirit of the Teachers at SMA Islam Al-Izhar Pondok Labu South Jakarta. It is known from the significance value of 0.000, lest than the real level = 0,01.

Based on the result of the research above, the suggestions are as follows:

1. There should be a Standard Operation Procedure (SOP) for organization that manage the interpersonal communication and work motovatioan in order that the organization operates well.
2. The effort to enhance the interpersonal communication and work motivation at SMA Islam Al-Izhar Pondok Labu should be performed, because it has been proven to give the positive impact for the enhancemence the work spirit of teachers.
3. In the sake of enhancing the work spirit, paying more attention to variable of interpersonal communication is the best step, because it gives the great impact to the work spirit.
4. The further research can develop farther the factors that affect the work spirit by using the variable which has not been involved yet in this research model, such as the proper placement, future career, etc.

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