

Factors of Teacher Work Loyalty in Al-Ashri Integrated Islamic Kindergarten

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Abstract

This study aims to determine the loyalty factor of teachers' work at Al-Ashri Integrated Islamic Kindergarten during the Covid-19 Pandemic. This study using qualitative methods aims to obtain in-depth data, as for 7 informants who are teachers at Al-Ashri Integrated Islamic Kindergarten with research subject retrieval techniques using purposive sampling techniques, which are selected with certain considerations and goals. The results of this study show the loyalty factor of teachers' work at Al-Ashri Integrated Islamic Kindergarten during the Covid-19 pandemic that from every information their loyalty is shown with various behaviors that have a direct impact on the organization, namely compliance, responsibility, dedication and integrity.

Keywords: Work Loyalty, Pandemic, Qualitative.

1. Introduction

The spread of corona virus disease-2019 (COVID-19) originating from Hubei Province in China is an infectious disease caused by acute respiratory syndrome which results in people not being able to meet or meet face to face with each other. The spread of this virus has gone global and even all countries have felt the impact, including Indonesia. In Indonesia itself, it announced that the first case occurred on March 2, 2020 and after that the cases increased drastically which caused the government to implement Large-Scale Social Restrictions (PSBB).

The implementation of the PSBB is one of the strategies implemented by the government to break the chain of spread of COVID-19 in the community and this is also done to reduce cases that occur in Indonesia, with the enactment of the PSBB almost all public facilities are closed both government and private services are temporarily suspended, and it makes work from home or working from

home (WFH). Education in Indonesia is no exception, it also requires carrying out learning activities in the form of online distance learning.

Early education affects the quality of primary education, hence education plays a critical function. Education personnel have a strategic role in the world of education. Education personnel have an important role in the development of knowledge, talents, and character of students. As a result, professional educators will carry out their responsibilities with professionalism to produce great students. The learning process in schools is one of the efforts to improve the quality of human resources.

Teachers in their duties are responsible for quality, work professionally, and need to continuously improve their abilities. Therefore, teachers need services in order to make learning improvements. Teacher ability development is important in achieving

professionalism in teaching and educating students. In this case, of course, there are parties who are in charge or have a role to provide mentoring and coaching services to teachers, so that teachers know what needs to be improved and what needs to be improved. For this reason, there is an important element in education known as supervision, supervision, or achievement of educational goals depends largely on the skills and wisdom of the principal as a leader. The principal is a professional official in the school organization, who is in charge of managing all school resources and cooperating with teachers, staff, and other employees in educating students to achieve educational goals.

The school's mission is to guide and develop teachers to position them as professional partners in service delivery. As a result, school leaders in this scenario have important tasks to perform on a regular basis. Educational institutions should aim to provide advice and development to instructors to maintain the quality of learning. This effort aims to help teachers to keep the same spirit and encouragement when carrying out their responsibilities as educators.

Learning is a process where students are given guidance or assistance in carrying out the learning process. In learning, students are given facilities by educators in order to carry out learning activities well, and with this interaction the learning process becomes more effective in accordance with the expected results. Due to the COVID-19 outbreak, education in Indonesia has adapted to implementing a distance learning system that has never been done before by utilizing technology to the fullest, this is done in order to maintain classes to remain active even though schools are closed. In the current industrial revolution era, educators or teachers are required to master and utilize technology, it is used during the pandemic to help the teacher process regulate the learning system properly for students to do distance learning (online).

The Covid-19 pandemic has given a glimpse into the future of schools as a result of technological advancements. However,

technology can never take over the instructor's job or the learning interaction between students and teachers, because education is more than just accumulating knowledge, it's also about developing values, cooperating with others, and developing competencies. This pandemic presents a challenge for every individual's innovation is the process of using technology for further education.

The various online lessons that students take during epidemic times can teach and shape attitudes to become independent thinkers. This condition poses difficulties not only for children, but also for academics in the delivery of education, because teachers must guarantee that students understand the lesson.

Al-Ashri Integrated Islamic Kindergarten is one of the private educational institutions under the auspices of the Alinska Amal Sains Foundation located in the Telkomas Park housing, Berua sub-district, Biringkanaya district, Makassar City. Al-Ashri Integrated Islamic Kindergarten is one of the kindergartens in Makassar that implements a distance learning program (online), this is in accordance with the decision of the Minister of Education and Culture of the Republic of Indonesia regarding Circular Number 4 of 2020 concerning the Implementation of Education Policy in the Emergency Period of the Spread of Covid-19. In conducting distance learning, Al-Ashri Integrated Islamic Kindergarten teachers maintain communication with each other's parents to conduct online learning using the application, this is done to continue to carry out the curriculum that has been set.

During the current pandemic to get prospective students in the new school year, the school held a promotion. The promotion strategy involves teachers where in addition to the teacher's main task as an educator and providing knowledge to students at school, teachers are given additional tasks to promote the school so that prospective parents are interested in the learning support facilities provided by the school, in this case the teacher feels burdened with these additional tasks.

Work loyalty is an internal condition in the form of commitment and workers to various aspects related to their work. Work loyalty is the foundation for following and obeying the things that are imperative. This is necessary in order to be able to appreciate and appreciate the importance of loyalty content, and be able to carry it out actively and dynamically. Employee retention is one of the variables that affect the survival of a company. Employees who are already loyal to the organization have a willingness to collaborate, which includes readiness to sacrifice themselves, the ability to exercise self-control, and the ability to emphasize their own interests. Loyalty itself is loyalty reflected by the willingness of employees to maintain and defend the organization inside and outside the work from irresponsible people. According to Astuti (2019) to realize himself as a professional teacher, a teacher must engage, effectively and place his position as a professional in accordance with the expectations of the rising society, so honesty, commitment, devotion, and responsibility are needed.

Tentama (2015) Loyalty has a considerable impact on teacher performance so that efforts to improve performance are carried out through increasing work happiness; The better the job satisfaction, the higher the effectiveness of children, and vice versa. As stated by Hasibuan (2017) that work loyalty, also known as loyalty to work, position, or organization, is one of the variables that can be used in employee evaluation. Employee loyalty is critical to a company's success. Job satisfaction is indeed the reason employees stay with the same employer for a long time, but the meaning of job satisfaction varies with changes in economies and civilizations around the world. According to Prabhakar in Rahayu (2018) Employee loyalty is not only measured based on the length of time a person works, but also needs to be taken into account their commitment during work.

Employees must be willing to give all their abilities, thoughts, skills, and expertise to achieve certain goals, perform daily tasks with commitment, discipline, and honesty in work, participate in keeping all organizational secrets,

and and behave faithfully not to move elsewhere.

Literature Review

Work Loyalty

According to Tam in Rahayu (2018), loyalty in an organization can be seen from one's devotion or feeling of unity which is the choice, work, and cause of a person or group of people in the organization. How they strive to be loyal to the organization by expressing themselves both in thought and action. Puangyoykeaw & Nishide in Maulana (2019) Having a loyal employee tends to act more productively towards the organization. Khoun & Nhu in Maulana (2019), loyal employees in an organization will devote their time to their organization so that it produces good performance. According to Saydam in Sutanto and Perdana (2016) there are four indicators of employee loyalty, including Compliance, Responsibility, Dedication, and Integrity.

Kindergarten Education

The environment in the workplace is also called the organizational environment or also called kindergarten (TK) is a level of education aimed at fostering children from infancy to the age of six, with educational stimuli aimed at helping physical and spiritual development and growth so that adolescents have a mindset and readiness to continue their education. Early childhood education seeks to prepare children cognitively and physically to learn about the world around them by helping and directing the child's growth and development process to be more adaptive (friendly). The teaching system is more familiar (familial), communicative (fun) and most importantly more persuasive (exclamation/invitation)

Formally, the purpose of kindergarten education according to the Minister of Education and Culture in 2015 regarding the 2013 curriculum of early childhood education, although the statement is integrated with the goals of early childhood educators, overall conclusions can be drawn about the purpose of kindergarten education is to encourage the

development of children's potential to have readiness for further education.

The characteristics of kindergarten according to the Minister of Education and Culture in 2015 regarding the 2013 curriculum of early childhood education are Optimizing child development, Using thematic learning with scientific attachment in providing educational stimulation, Monitoring child growth through honest assessment, and Empowering the role of parents in the learning process.

Research Methods

Based on the formulation of the problem and the purpose of the study, this type of research uses qualitative methods. According to Sugiyono (2018), qualitative methods are referred to as interpretive methods because research data is more pleased with interpretations of data found in the field. Qualitative methods are used to obtain in-depth data, a data that contains meaning, meaning is actual data, definite data that is a value behind visible data.

The research subject is a source of data that provides information related to the research problem studied, while the informants totaled 7 people who were teachers at Al-Ashri Integrated Islamic Kindergarten with research subject retrieval techniques using purposive sampling techniques, which were selected with certain considerations and goals.

This research took place at Al-Ashri Integrated Islamic Kindergarten, Jl. Regency Barat F 24 Taman Telkomas, Berua sub-district, Biringkanaya sub-district, Makassar City. Meanwhile, the research time was carried out for less than 2 months, from August to September 2021. In this case the author conducted research directly and conducted interviews with teachers of Al-Ashri Integrated Islamic Kindergarten, with this data the author got a general idea of what are the work loyalty factors of Al-Ashri Integrated Islamic Kindergarten teachers.

The data collection techniques used are Interview and Observation. Data analysis

techniques are the process of finding data, systematically compiling data obtained from interviews, field notes, and documentation, by organizing data into categories, breaking it down into units, synthesizing, arranging into patterns of choosing which ones are important and which ones will be learned, and making conclusions so that they are easily understood by oneself and others. The steps to analyze data in this study are Data Collection, Data Reduction, Data Presentation, and Conclusion Making.

Research Results

The results of this study are to determine the loyalty factor of teachers' work at Al-Ashri Integrated Islamic Kindergarten during the Covid-19 Pandemic. The subjects in this study were teachers at Al-Ashri Integrated Islamic Kindergarten who numbered 7 informants. This research was conducted for approximately 1 month. The following are the results of research found by researchers in conducting research on four indicators of employee loyalty according to Saydam in Sutanto and Perdana (2016):

Compliance

Compliance is a term used to describe community behavior, inside compliance is a term used to describe community behavior. In obedience there are three forms of behavior, namely: Conformity is a type of social influence in which individuals change their attitudes and behaviors to conform to existing social norms, acceptance is the tendency of people to be influenced by persuasive communication from knowledgeable people or liked, obedience is a form of behavior that surrenders completely to those who have authority does not lie in increased anger or aggression but rather the form of their relationship with the authorities. Malikah in Marzuki (2021) Obedience is a phenomenon similar to self-adjustment. The difference lies in the influence of legitimacy (as opposed to coercion or social pressure), and there is always an individual, the holder of authority. Rahmawati in Marzuki (2021) Obedience is

defined as a disciplined attitude or obedient behavior towards an order or rule set consciously. Obedience as a positive behavior is valued as an option. This means that individuals choose to perform, obey, respond critically to rules, laws, social norms, requests or desires from someone who holds authority or an important role. Al-Ashri Integrated Islamic Kindergarten School also implements several regulations which from the results of research teachers have complied with these regulations, as stated by the teacher of Al-Ashri Integrated Islamic Kindergarten:

"In my opinion, inshaAllah has. judging from the rules on coming and going home hours, dressing, unity in terms of education at school, until now I have followed everything" (Interview results September 27, 2021, Mr. Muh Iksan)

"Alhamdulillah, I have implemented the rules that apply at school, one of which is that I as a teacher maintain my appearance when in the school environment, show the authority of a teacher to students and parents, and regarding the time of attendance that has been set by the school" (Interview results September 27, 2021, Ibu Asrianti)

"I succeeded in implementing one of the applicable rules, namely paying attention to the implementation of K8 (security, cleanliness, order, beauty, family, longing, safety, health, discipline) that has been enforced by the school" (Interview results September 27, 2021, Mrs. Harlinah)

Based on the information from the interview results from the informant, it can be concluded that the teacher has complied with the regulations imposed at school, as for the regulations regarding the time of attendance and return time of teachers at school that have been determined, teaching hours in addition to giving assignments to students, teachers are also required to complete administration to make it easier for substitute teachers when the teacher is unable to attend so that assignments can be given in accordance with the program that has been made, Other regulations regarding appearance are used in the school

environment so that teachers can maintain authority towards students and parents.

Furthermore, the researcher asked questions about what kind of regulations were imposed by schools during the COVID-19 pandemic, and the answers given by teachers were almost the same, following the results of one teacher's answer:

"Teaching hours that used to be 7.30 now start at 8.00 and also learning via zoom or via whatsapp (video call) with students on video calls one by one, and it does not rule out the possibility of teaching until night." (Interview results 26 February 2022, Mrs. Siti Yuliani Komar)

During the COVID-19 pandemic, new regulations were also enforced in schools, this also had an impact on learning in schools, such as face-to-face learning was temporarily suspended, new regulations were also implemented that students who were allowed to follow the learning process at school were only 50% while teachers had to arrange for students to take turns coming to school. The learning process for students at home using zoom applications and via whatsapp video calls that are carried out one by one by each student, learning time by each student is different and can be done until night.

Responsibility

Responsibility is a human awareness of behavior or actions both intentional and unintentional or intentional. Responsibility also means acting as a manifestation of awareness of duty. According to Moeliono in Luthfi (2018) Responsibility is the state of being obliged to bear everything, so responsibility is the obligation to bear, bear responsibility, bear everything, or give responsibility and bear the consequences. So responsibility is an action done by every individual based on one's obligations and calling, which is an attitude that shows that someone has a very high nature of care and honesty.

As the researcher found during an interview with teachers of Al-Ashri Integrated Islamic Kindergarten by asking how you carry out your

responsibilities as a teacher and take responsibility for the additional tasks given, have different answers. Here are the results of the interview:

"Complete the program from the school and the directions that have been agreed and given by the school. One of them is that every teacher is required to make a teaching appointment in the form of a semester program that is deposited to the principal". (Interview results September 27, 2021, Mrs. Asranti)

"Carried out with sincerity, completeness and responsibility, the additional task is made a field of merit." (Interview results 27 September 2021, Mrs. Siti Yuliani Komar)

Based on interviews with teachers at the Integrated Islamic Kindergarten, Al-Ashri feels that he has carried out the responsibility as a teacher and the responsibility regarding the additional tasks given by dividing time, carrying out tasks as well and as fully as possible. The responsibility of teachers can be seen from their responsibilities in carrying out all their services, both in carrying out responsibilities as a teacher to students, to schools, parents, countries and religions.

Furthermore, the researcher asked questions about during the COVID-19 pandemic what kind of responsibilities are being done for schools. Here are the results of the interview:

"Regarding how to provide learning to students, we definitely have to have more time because it is my responsibility as a teacher, also now the school provides additional tasks where we are required to promote the school not only via social media but also directly to distribute brochures but maybe that is also my responsibility to the school." (interview results of Mrs. Herviana, February 26, 2022)

The education process, which used to use face-to-face techniques directly with the COVID-19 pandemic, made the teaching and learning process shifted to online. Teachers will try as much as possible so that learning activities are carried out successfully, in the context of this online learning teachers give more time, not infrequently the learning process is carried out

until night. In addition, during the COVID-19 pandemic, additional responsibilities are also given, namely promoting schools through social media and even going directly to the designated place to promote schools, this is a responsibility that must be carried out.

Dedication

Dedication is an act of sacrifice in the form of energy, thought, and time, in order to realize the success of a business with a noble purpose. Another opinion says the notion of dedication is the quality of one's commitment in doing a certain task or goal to be achieved. The term dedication in the world of work shows a person's attitude and performance towards his job and the company, dedication is used to describe a person's attitude and sacrifice towards something that becomes his job or profession.

Next, researchers conducted interviews regarding the dedication of a teacher. Here is the teacher's answer regarding what kind of dedication the teacher has given to TKIT Al-Ashri:

"One of the dedications I have given is about improving competence in the form of teaching for students." (interview results of Mrs. Asranti, September 27, 2021)

"The dedication that I managed to carry out well, one of which was actively and proactively involved in activities inside and outside school and instilling religious values." (interview results of Mrs. Hj. A. Nurhasanah, September 27, 2021)

The dedication of a teacher in the field of education is a matter of pride, because education is a learning that is the provision of one's life. In the learning process, teachers provide opportunities for students to express and create as widely as possible so that it fosters an active, creative and independent personality, it makes for a pleasant learning atmosphere. This is always carried out according to the vision and mission of the school and always teaches about civility, manners to teachers, parents and others.

The next question asked by the researcher is what kind of dedication will be given to TKIT Al-Ashri in the future. The results of the interviews of the seven informants are:

"Improving one's quality as a teacher in improving insight according to the times" (interview results of Mrs. Herviana, September 27, 2021)

"Trying to provide ideas and energy about various additional live skills for Al-Ashri" (interview results of Mr. Muh Iksan, September 27, 2021)

Based on interviews with teachers at Al-Ashri Integrated Islamic Kindergarten, teachers always want to provide the best for the school both in increasing the value of creativity and innovation in the form of ideas, methods, teaching tools, and still maximizing what has been applied for school progress. Development in the field of religion is also a good thing for students and teachers in order to create a generation that is in accordance with the vision and mission of the school. As we know, the dedication of educators in improving the quality of education is very important, because dedicated teachers in schools are able to create quality education.

Integrity

Integrity is the mindset, mental attitude, and movement of one's conscience which is manifested in speech, action, and behavior: honest, consistent, committed, objective, dare to behave and ready to accept risks, as well as discipline and responsibility (Abdullah, 2019). Furthermore, integrity is something related to one's trust and honesty (Kibtiyah & Mardiah, 2016). Based on some of the opinions above, it is concluded that integrity is a commitment in behaving and acting with honest, consistent, and ethical principles, as well as discipline and responsibility.

Researchers conducted interviews on integrity. Here is the teacher's answer about how to solve problems that arise with different traits and personalities of different children?

"Separating the children who quarreled then gave understanding to the child and told them

to apologize to each other" (interview results Mrs. Hj. A. Nurhasanah, September 27, 2021)

Based on the results of interviews with teachers in Al-Ashri Integrated Islamic Kindergarten, it was found that the important role of a teacher to achieve integrity in improving the quality of the learning system is very necessary through joint efforts by developing better ethics, behavior and personality for students, it can be seen by teachers providing understanding to their students to always respect and love each other, Teacher integrity has an impact on the moral development of students in schools.

Furthermore, the researcher asked whether there was compensation or reward given by the school in increasing the work loyalty of TKIT Al-Ashri teachers before and during the COVID-19 pandemic. Here are some of the results of the interview:

"There is, the foundation provides allowances beyond the basic salary, and also had time to provide free Umrah for 1 person every year for all teachers and employees but it is no longer or may be postponed due to the pandemic now." (Ms. Ramlah's interview, February 26, 2022)

"In addition to the basic salary allowances provided, teachers and employees are also given other benefits such as BPJS health and employment, besides that during this pandemic the foundation has not held free Umrah and during this pandemic." (Interview results of Mrs. Siti Yuliani Komar, A.Md, February 26, 2022)

Based on the results of the interview Compensation is not always synonymous with money, there are several school policies that provide compensation in the form of goods or services so that the compensation can be felt directly by the teacher. Compensation can be both direct compensation and indirect compensation. Compensation is directly related to the achievement of the teacher, in terms of the scope of government this is exemplified as performance allowances, while indirect compensation is not directly related to performance, such as health benefits and others. The policy implemented before and during the Covid-19 pandemic in schools still

provides health benefits, but the provision of free Umrah to teachers who have been working in schools for a long time that had been held several years before the pandemic occurred was temporarily discontinued due to the circumstances that made it impossible to carry out these activities.

Discussion

The success of education in schools has a dependence on many factors, especially those directly involved in the educational process, namely teachers. Teachers are required to show high loyalty as educators, teachers, guides, directors, trainers, assessors, and evaluators of students. Demands on teacher loyalty must be met by all teachers in every performance of their duties.

Loyalty is basically loyalty, devotion and trust given or addressed to a person or institution, in which there is a sense of love and responsibility to try to provide the best service and behavior. Teachers who have high loyalty are teachers who are willing to work beyond ordinary conditions, are proud to tell others about the school they sit in, are willing to accept various assignments, feel that there are common values with the school, feel inspired and pay attention to the fate of the school as a whole.

In the context of education, the loyalty aspect will provide a strong impetus to remain a member of the school, definite trust, full acceptance of school values, obedience to applicable regulations, a high sense of responsibility and a positive work attitude. If these things can be fulfilled and owned by teachers, teachers will undoubtedly have high loyalty in accordance with school expectations. From the results of research conducted at Al-Ashri Integrated Islamic Kindergarten, it can be concluded that where the work loyalty of teachers is shown by the attitude possessed by teachers who are willing to give all their abilities, thoughts, skills and expertise to achieve organizational goals, carry out duties with responsibility, discipline, and honesty in work.

This is in line with the theory according to Astuti (2019) "Teachers as a component in the field of education, a teacher must participate, actively and place his position as a professional, in accordance with the demands of a growing society, so that he is required to have integrity, loyalty, dedication and responsibility in order to realize himself as a professional teacher."

This research has been conducted on teachers at Al-Ashri Integrated Islamic Kindergarten totaling 7 informants. The length of work of its employees can be seen as follows:

Table 1. Teacher's tenure

No	Teacher's Name	Get to Work	Period of Service
1	Harlina, S.Pd	1999	22 Years
2	Muh Iksan, S.Pd	2003	18 Years
3	Ramlah, A.Md	2005	16 Years
4	Hj. A. Nurhasanah, S.Ag	2007	14 Years
5	Asrianti, S.Pd	2009	12 Years
6	Siti Yuliani Komar, A.Md	2010	11 Years
7	Herviana, S.Pd	2010	11 Years

The reason the teachers work at Al-Ashri Integrated Islamic Kindergarten is because in addition to having an educational background and in accordance with their passion but also because they can develop and express their creative ideas because in addition to teaching they get jariyah charity which is assisted by

innovative and positive activity programs for children and teachers in developing creativity. This is in accordance with the theory according to Mudlofir in Octavia (2019) Loyalty is an internal condition in the form of commitment and workers to various aspects related to their work. This is what is a reference to the loyalty

of teachers in Al-Ashri Integrated Islamic Kindergarten that survives and has the impact that the school wants.

Then based on the results of research at Al-Ashri Integrated Islamic Kindergarten, teacher compliance is applied well, by applying the rules that apply in schools both regarding safety, time, teaching methods, cleanliness, disciplinary order and so on have been applied properly by complying with existing regulations. During the COVID-19 pandemic, teachers have obeyed the regulations imposed by the school as well as the learning process carried out online using several applications that support learning to run well, managing students who are allowed to only fill the school 50% of all students who come to school. As stated by Saydam in Sutanto dan perdana (2016) that "Compliance is the ability of employees to comply with all applicable regulations, to carry out all duties assigned by responsible superiors and not violate predetermined prohibitions. The higher the employee's obedience to the company, the higher the employee's loyalty."

Responsibility is one of the attitudes that every individual must have. The attitude of responsibility is formed along with growth and development because this attitude comes from the heart and self-willingness to do their obligations just like teachers in Al-Ashri Integrated Islamic Kindergarten where the responsibility as a teacher is carried out well by completing the program from the school in accordance with the directions that have been agreed and given by the school and carrying out the duties as well and as fully as possible responsibility. During the COVID-19 pandemic, the responsibility as a teacher has also increased, teachers have the responsibility to provide teaching to students one by one through online, it takes time that can be done until night, also the responsibility given by the school is to promote the school via social media of each teacher and go directly into the field to introduce the school to prospective parents. As stated by Saydam in Sutanto and Perdana (2016) that "Responsibility is the ability of employees to complete tasks correctly, on time and dare to bear the

consequences of decisions or actions that have been taken by employees. The higher the employee's responsibility to the company, the higher the employee's loyalty."

The dedication that the teachers have given to Al-Ashri Integrated Islamic Kindergarten is such as increasing competence in the form of teaching materials for students, increasing the value of creativity and also innovative, improving the quality of oneself as a teacher in increasing insight in accordance with the development of the times, loyalty in fostering students, carrying out the vision and mission of the school with full responsibility and so on. As stated by Saydam in Sutanto and Perdana (2016) that "dedication is the contribution of ideas and energy given by employees sincerely to the company. The higher the employee's dedication to the company, the higher the employee's loyalty."

Then the integrity carried out by teachers in schools towards students of Al-Ashri Integrated Islamic Kindergarten is that teachers provide an understanding to students when making a mistake so that students can know good behavior when playing with other students. During the Covid-19 pandemic, indirect compensation such as health benefits and others are still given to teachers, but direct compensation related to teacher achievement is no longer applied, before the Covid-19 pandemic entered Indonesia, schools provided free Umrah every year for every teacher, but after the COVID-19 pandemic, these activities did not exist. As stated by Saydam in Sutanto and Perdana (2016) that "Integrity is the ability of employees to acknowledge, speak or provide appropriate information in accordance with reality and truth."

Conclusion

Based on the results of research on the loyalty factors of teachers' work at Al-Ashri Integrated Islamic Kindergarten during the Covid-19 pandemic, their loyalty information is shown by various behaviors that have a direct impact on the organization, namely compliance, responsibility, dedication and integrity.

Funding:

This Article is sponsored by the Balai Pembiayaan Pendidikan Tinggi (BPPT) Kemendikbudristek and Lembaga Pengelola Dana Pendidikan.

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