

Implementation of School Principal in Improving the Performance Teachers of Nurul Hasanah Primary School Percut Sei Tuan

Marini Purba¹ Irwandy² Widansyah Lubis³

¹*Postgraduate School, State University of Medan, Medan, Indonesia*

^{2,3}*Lecture of Postgraduate School, State University of Medan, Medan, Indonesia*

*Corresponding Author: marini_purba@gmail.com

ABSTRACT

The purpose of this study was to describe and explain the implementation of the managerial communication of the Principal of the Nurul Hasanah Tembung Private Primary School in Deli Serdang Regency in improving teacher performance. The subjects of the study were the principal, teachers, staff and the committee of the private elementary school Nurul Hasanah Tembung. Data collection techniques used in this study are observation techniques, in-depth interviews and documentation of research subjects. Technique data analysis used is descriptive data analysis method. The data validity checking technique is triangulation. The results of the study show that the Principal of Private Primary School Nurul Hasanah always approaches and creates a harmonious atmosphere among the teachers; find out what are the obstacles faced by teachers in teaching; regularly hold meetings regularly; routinely involving teachers in various training activities, giving forms of rewards or punishments. The managerial at Nurul Hasanah Private Elementary School has not been fully effective because there are still programs that have not been implemented this is due to a miscommunication between the principal and teachers and staff. Whereas the performance of the Nurul Hasanah Private Elementary School Teacher in Percut Sei Tuan Subdistrict looks good enough. This can be seen that almost 70% of all teachers in Nurul Hasanah Private Elementary School are certified.

Keywords: *Teacher Performance, Principal Communication, Managerial*

1. INTRODUCTION

In the era of globalization, advances in technology and information are developing very rapidly making the world feel without insulation and the effect of increasingly fierce competition in life. Therefore, human resources as the spearhead of all aspects of life and as the main driver of the wheel of national development, received serious attention from various groups, both government, community, education practitioners and families as the smallest unit of a nation. This is as said by Made (in Siswadi, 2011: 97) that educational institutions are very important to exist in an effort to increase human resources both school and non-school educational institutions because apart from being a place of community service as well as an agent of reform or a lighthouse for the community. In Law Number 20 Year 2003 Concerning the National Education System, a national education objective is formulated that is the development of the potential of students to become people of faith, devote to God Almighty, have good character, be knowledgeable, capable, creative, independent, and become citizens who are citizens democratic and responsible.

According to Dwi Agung (2013: 2) that a good leader or manager is able to create a condition so that individuals or groups can work and achieve high performance. In the Republic of Indonesia Minister of Education and Culture Regulation number 6 of 2018 concerning the assignment of teachers as principals Article 15 Paragraph 1 stipulates that the workload of principals is wholly to carry out principal managerial tasks, entrepreneurship development, and supervision of teachers and education personnel.

According to Akdon (2002: 24) and Sinaga et.al, (2018) the ability of the managerial head of the school is a set of technical skills in performing its duties as manager of the school to utilize all the resources available to achieve school goals effectively and efficiently. In carrying out managerial performance, the principal has three types of skills. For more details Paul Hersey (in Wahjosumidjo, 2003: 99) states that in the framework of carrying out managerial tasks at least three types of skills are needed, namely al, Human and Conceptual Engineering. All three managerial skills vary according to the level of managerial position in the organization.

Performance is defined as the level or degree of execution of one's tasks based on their competency . According to Prawirosentono (2002 : 2) Performance can be interpreted as an expression of a person's potential in the form of behavior or the way someone performs tasks, so as to produce a product (work) which is a manifestation of all tasks and job responsibilities given to him . Referring to the Law of the Republic of Indonesia Number 14 of 2005 article 20 (a), it can be concluded that teacher performance is an effort of the ability and effort of teachers to carry out learning tasks as well as possible in planning teaching programs, implementing learning activities and evaluating learning outcomes.

The carrying out of these duties and responsibilities is an expression of all one's potential and abilities and demands full and comprehensive ownership. Thus, the emergence of a person's performance is a result of the existence of a job or task performed within a certain period of time in accordance with the profession and job description of the individual concerned (Suyanto, 2001: 1). The term teacher can indicate a profession or functional position in the field of education and learning, or someone who occupies and carries out tasks in the field of education and learning.

In Law No. 20 of 2003 concerning the Indonesian National Education System Article 39 Paragraph 3 states that educators who teach in primary and secondary education units are called teachers. Meanwhile, the teacher's task as mentioned in Article 39 paragraph 2 is to plan and implement the learning process, assess learning outcomes, conduct mentoring and training, and conduct research and community service. This means that in addition to teaching or learning process, teachers also have the task of carrying out guidance and training and even need to conduct research and service to the surrounding community.

According to Muhaimin (2001: 63), it is suggested that a teacher is said to have professional abilities if he is attached to a high dedication attitude towards his task, an attitude of commitment to the quality of processes and work results, and an attitude of continuous improvement, which is always trying to improve and renew the model. model or how it works in accordance with the demands of the era based on high awareness that the task of educating is the task of preparing the next generation who will live in his day in the future.

Based on the preliminary observations as described above, there are several reasons that encourage the author to conduct this research including the first is that advances in education require educational managers who are able to manage educational units and are able to improve teacher performance in achieving educational goals. Second, some school principals in Indonesia are weak in supervision, managerial and entrepreneurial competencies. Third, public perception has positioned teachers as the main key to success or failure of education, even though a teacher is only one component in the education unit in schools. In addition to the teacher, the principal is the party who plays a no less important role. Fourth, empirical studies with this theme

are interesting to do given the rapid development of science and management theory, especially management education. Based on these things, there was an interest in conducting research at Nurul Hasanah Tembung Private Elementary School, Percut Sei Tuan Subdistrict with the title Implementation of School Principal Communication in Improving the Performance of Private Primary School Teachers Nurul Hasanah Percut Sei Tuan Subdistrict.

2. RESEARCH METHODS

The research on the implementation of communication of the head of the Private Primary School Nurul Hasanah Percut Sei Tuan uses the type of qualitative research . The research site was conducted at Nurul Hasanah Private Elementary School located at Jalan Amal Bakti No.69 B Pasar 7 Tembung Subdistrict Percut Sei Tuan District, Deli Serdang Regency . The time of the study was carried out from the making up to the report from December 2019 to January 2020. The research subjects were the school principal, teachers, staff and committee of the private primary school Nurul Hasanah Tembung. Data collection techniques used in this study are observation techniques, in-depth interviews and documentation of research subjects. The data analysis technique used is descriptive data analysis method. The data validity checking technique is triangulation

3. RESULTS AND DISCUSSION

Data analysis is the final part of the study. In this case the writer will analyze the data related to the main research problem, namely the flow and form of communication in Nurul Hasanah Private Elementary School, the role of communication in improving managerial principals in Nurul Hasanah Private Elementary School, and inhibiting and supporting factors of communication in improving managerial the principal at Nurul Hasanah Private Elementary School.

1) *The flow and form of communication at Nurul Hasanah Private Elementary School* . According to the head of the Private Primary School Nurul Hasanah said the lines of communication in Nurul Hasanah Private Elementary School were two formal and non formal, but the most often used was formal because formal communication was more important than non-formal. In Private Nurul Hasanah Elementary School communication occurs in both formal and informal settings. However, schools more often implement formal communication that runs from the boss down (commanding), while from the bottom up or sideways is very rarely done. The researcher concludes that the principal has not implemented communication optimally because there is no similarity between the theory and opinions from the field.

2) *Managerial School Principal at Private Nurul Hasanah Elementary School*. From observations that have been made managerial activities involving all components in the school that are managed regularly by the manager ieheadmaster. In managerial activities in

schools, principals have criteria whether the managerial is effective or not. At Nurul Hasanah Private Elementary School, managerial effectiveness can be seen from the staffing process or the placement of educators and the education center.

This is true because if someone has the ability and expertise in the field of IT and he is placed in the field of hope that will not help the existing managerial efforts in the school even all the planned programs will experience disability or imbalance. This imbalance that will be able to result in the performance of each component decreases and managerial did not run as expected.

3) *The role of communication in improving managerial principals in Nurul Hasanah Private Elementary School.* Managerial principals in Private Nurul Hasanah Elementary Schools run according to POAC, namely planning, organizing, actuating, and controlling which are carried out with the supervision of the principal. The managerial at Nurul Hasanah Private Elementary School has not been fully effective because there are still programs that have not been implemented this is due to a miscommunication between the principal and teachers and staff.

From this explanation the researchers responded that there was not yet a close relationship resulting from a lack of communication between teachers and staff with the principal. If there is a good relationship between them, the principal's managerial activities will also be helped.

4) *Inhibiting factors and supporting communication in improving managerial principals in Nurul Hasanah Private Elementary School.* The inhibiting factors include ignorance / not responding to the information conveyed, lack of enthusiasm, inappropriate time of gathering / gathering time, different perceptions. Factors supporting the atmosphere and time of communication carried out, age because age strongly supports communication, position, closeness that accustom interpersonal communication.

4. CONCLUSIONS

Based on the results of research and discussion, it can be Principal of the Private Primary School Nurul Hasanah always approaches and creates a harmonious atmosphere among the teachers; find out what are the obstacles faced by teachers in teaching; regularly hold meetings regularly; routinely involving teachers in activities such as seminars / workshops, MGMP, BIMTEK K13, sending teachers to participate in upgrading activities. In addition, other efforts made to build teacher motivation are in the form of rewards or punishments. But the communication of the Principal of Private Primary School Nurul Hasanah Percut Sei Tuan

District as Managerial was still lacking. The managerial at Nurul Hasanah Private Elementary School has not been fully effective because there are still programs that have not been implemented this is due to a miscommunication between the principal and teachers and staff.

The performance of the Nurul Hasanah Private Elementary School Teacher, Percut Sei Tuan District looks quite good. It can be seen that almost 70% of all teachers in Nurul Hasanah Private Elementary School have been certified, The teaching and learning process runs well and conducive, the teacher makes syllabus, RPP, journals, and needs before the teaching and learning process and the teacher at Private Nurul Hasanah Elementary School becomes a motivator to students to study harder

REFERENCES

- [1] Akdon, (2002). Identification of Managerial Ability Factors Needed in Implementing School Based Management (SBM) and Its Implications on the Principal Coaching Program. Journal of Educational Administration. Indonesian education university.
- [2] Dwi Agung Nugroho Arianto. (2013). The Influence of Discipline, Work Environment and Work Culture on Teacher Performance. *Economia Journal*. Volume 9 Number 2 Page 192.
- [3] Muhaimin.2001. Islamic Education Paradigm; Efforts to Make Islamic Education Effective in Schools. Bandung: PT. Teen Rosdakarya.
- [4] Prawirosentono, Suyadi. 2002. Human Resource Management: Employee Performance Policy. Issue 1. Eighth Printing. BPFE. Yogyakarta.
- [5] Sinaga, Bornok, Sahyar Sahyar, Busmin Gurning, Mangaratua Simanjong, and Juniastel Rajagukguk. "Compliance of Higher Education National Standard in Field of Learning: Case Study on Postgraduate School Universitas Negeri Medan." In 1st International Conference on Innovation in Education (ICoIE 2018). Atlantis Press, 2019.
- [6] Siswadi 2011. Towards the Reality of Students Who Are Full of Creativity. *Insania*. Vol. 16 No.1.
- [7] Law Number 20 of 2003 concerning the National Education System. Jakarta: Ministry of National Education.
- [8] RI Law Number 14 of 2005 Concerning Teachers and Lecturers of National Education Standards. Jakarta: Ministry of National Education.