

The Practicality of Principal's Performance Appraisal Model

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ABSTRACT

Their performance in carrying out tasks judges the success of the principals in leading a school. A relevant model on the performance appraisal of principals is required to carry out principals' performance appraisal in a professional manner. This study aims to describe the practicality of using the model of principal's performance appraisal, including the practicality of the book of principal's performance appraisal model, the software of principals performance appraisal, and the practicality of the book of users guide of e-penjas. The measurement was carried out through a descriptive method using a questionnaire of Likert-scale distributed to users, namely the principal's performance appraisal team for the State Junior High School (SMPN) level consisting of the school supervisors, the principals, the teachers, the school administration staffs, the students, and the school committees at SMPN 15 and SMPN 40 Padang. The result shows that a score of 84.78% means that the principal's performance appraisal model is efficient to use.

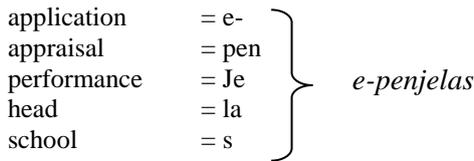
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1. FIRST LEVEL HEADING (HEAD 1)

School management is a process of empowering the potential of schools optimally to create a quality school. The principal has a duty, function, and responsibility in school management to influence the education and learning process. The leadership of the principal that is effective and committed and supported by managerial competence has a positive and very significant relationship to the quality of learning (Bush[1]; Reyes, Brackett, Rivers, White, & Salovey[2]; Tatlah, Iqbal, Amin, & Quraishi [3]; Harahap & Rusdinal[4]).

As the main person in creating a quality school, the principals have to carry out tasks professionally. Permendikbud Number 6 of 2018 [5] concerning the Assignment of Teachers as Principals, states that the primary duties of principals are managerial tasks, entrepreneurial development, and the tasks of supervising teachers and educational personnel. Thus, it can be understood that the principal is a structural position assigned to a teacher as a principal to carry out managerial development tasks, entrepreneurial development, and implementation of supervising tasks for educators and education personnel.

Efforts to improve school management quality are one of the reasons for the need for a principal's performance appraisal. Principal performance appraisal is essentially a process of measuring the level/degree of principal work implementation that shows the process and work results achieved, such as quality, the number of work results, and work timeliness. Zulkifli[6] states that principals' performance assessment is an integral part of measuring the level of implementation of main tasks, which shows the process and results of work achieved as a basis for decision making. The implementation of professional performance appraisal of principals requires a relevant assessment model. However, according to Zulkifli [6], the number of principal performance appraisal models that can be used is still limited, and even the principal's performance appraisal activities are not their main priority. It is due to the absence of relevant media to assess the performance of principals. Therefore, for the principal's performance to be assessed optimally, it is necessary to develop a model for the principal's performance appraisal based on MySQL software named e-penjas. The name of e-penjas is determined based on the acronym of the sentence of application of principals performance appraisal, namely:



In addition to storing much data and making data search more accessible than before, this program can calculate the total value, average, etc., and can be limited to anyone who can and cannot access specific data (Widigdo [7]; Solichin [8]). This programming uses a database (Taylor [9] and is structured in a structured manner (Paszko & Turner [10]). Data operations in the database generally follow the same pattern, namely through a series of steps, opening a connection with the database server, selecting and opening the desired database, sending commands to retrieve, modifying, delete, access the retrieval data results end the connection.

The model of *e-penjelasis* is a tool of the central performance appraisal system and is equipped with a user guide that can be accessed via the link <http://e-penjelasis/15169035.com> to provide convenience in carrying out the assessment process. This model of *e-penjelasis* is designed using a language of web-based programming and a database system. The programming language used is Packaged with the Framework, as shown in Figure 1. Meanwhile, the database system used can store, process, report, and describe the principal's performance appraisal results. It is done because currently many devices can access web pages such as computers or laptops.

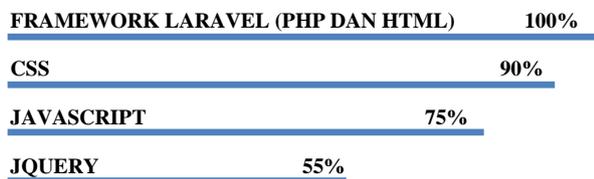


Figure 1. Programming Language Diagram

Personal Digital Assistants (PDAs), smartphones, or tablet PCs, games are under the 4.0 industrial revolution era's demands, which require various technology-based activities, especially activities in the education field. Besides that, the current situation of the Covid 19 pandemic, where various school activities require to be carried out online, the existence of *e-penjelasis* is very relevant to use by developments of information technology to support online principal performance appraisal activities using cell phones, laptops, or computer.

The *e-penjelasis* development model is very communicative and pays attention to the relationship between one component and another or is a sound system. Davis [11] stated that. It is necessary to pay attention to the usage system properly to use an

application because the system must have a linkage between one part and another. From an artistic aspect, the model of *e-penjelasis* considers the beauty of the appearance of the application, the accurate interface, the security of the system used, the savings in file size, and complete menus and functions, the dynamics of the database and the ease of use.

In the model of *e-penjelasis*, there is a various menu of bars that make users operate it more accessible. It is equipped with a user guide in the form of downloadable PDF and video tutorials. Especially for users of assessed principals, there is convenience in submitting physical evidence documents that have been prepared either in the forms of files, photos, or videos. The principals can save the physical evidence documents on Google Drive then copy the link to be embedded in the menu provided.

The characteristics of the *e-penjelasis* model are in the assessment team's aspects, the scope of the assessment, the principals being assessed, the assessment process, and the results of the assessment. The assessment team's characteristics are related to the assessment team's elements, which includes one supervisor, the principal being assessed, assesses his performance, and is also assessed by two other principals, and three teachers, TAS, students, and school committees. The assessment scope characteristics include the primary task performance appraisal (managerial tasks of principals, entrepreneurial development, supervision of teachers and education personnel) and performance appraisals of supporting tasks (continuous professional development and work behavior).

While the characteristics of principals being assessed are the ease of submitting physical evidence documents prepared either in the forms of files, photos, or video, the principals can save the physical evidence documents on Google Drive and copy the link to be embedded in the menu provided. The assessment process's characteristics are that various bars make users operate it more accessible. It is equipped with a user guide in the form of downloadable PDF and video tutorials. The appraisal process can be done online using a cell phone, laptop, and computer.

The characteristics of the assessment results, the criteria of the assessment results, are set to be 60% for the primary task performance appraisal, and 40% for the performance of supporting tasks. The assessment results present the information to the users that is easy to obtain and used in various ways, such as the principal's performance appraisal. It is based on the scope of the principal's performance, namely the results of performance appraisal on aspects of the principal's managerial tasks, entrepreneurial development, supervision of teachers and education personnel, sustainable professional development, and the results of performance appraisal on aspects of work behavior.

Besides, the principal's performance appraisal results can be seen based on each group of the assessment team and can be seen as the results of the overall principal's performance appraisal assessed during the current assessment period and the results of the assessment for the previous years.

A model can be used well if the model can arouse the interest of its users. For this reason, a model, before being published, requires testing whether the model is practical to use. Arikunto[12] defines practicality as the ease of preparing, using, interpreting/obtaining the results, and ease in storing them. The practicality of using the model of *e-penjelasa* refers to the level of convenience and usefulness for the user, in this case, the principal's performance appraisal team. Therefore, this study aims to describe the practicality of the model of *e-penjelasa*.

2. RESEARCH METHODS

The results of the practicality test of the model of *e-penjelasa* include the practicality test of the book of model of principals performance appraisal, the software of principals performance appraisal, and the book of user's guide of the model of *e-penjelasa* are presented as follows.

3.1. The Practicality Test of the Book of Model of Principals Performance Appraisal

The practicality test analysis of the book of model of principal performance appraisal based on the user's answers can be presented in the following table.

Table 2. The Practicality of the Book of Model of Principals Performance Appraisal

Respondents	N	Category		
		Average Achievement	Interpretation	
Super Admin	1	4,2	84	Very Practical
Supervisor	2	3,85	77	Very Practical
Principal	6	4,1	82	Very Practical
Teacher	6	4,12	82,4	Very Practical
TAS	6	4,32	86	Very Practical
Student	6	4,2	84	Very Practical
School Committee	6	4,12	82,4	Very Practical
Practicality	33	4,13	82,54	Very Practical

Based on the table above, it can be stated that the book of model of principal's performance appraisal is in the category of very practical with the mean score of 4.13 and the achievement value of 82.54%. Thus, it can be concluded that the book of model of principal performance appraisal is efficient to use for the implementation of the principal's performance appraisal.

3.2. The Practicality Test of the Software of Principals Performance Appraisal

The practicality test analysis of the software of principals' performance appraisal based on the user's answers can be presented in the following table.

Table 3. The Practicality of the Software of Principals Performance Appraisal

Respondents	N	Category		
		Average Achievement	Interpretation	
Super Admin	1	4,4	88	Very Practical
Supervisor	2	4,3	86	Very Practical
Principal	6	4,42	88,4	Very Practical
Teacher	6	4,53	90,6	Very Practical
TAS	6	4,62	92,4	Very Practical
Student	6	4,42	88,4	Very Practical
School Committee	6	4,4	88	Very Practical
Practicality	33	4,44	88,32	Very Practical

Based on the table above, it can be stated that the software of principal performance appraisal is in the category of very practical with the mean score of 4.44 and the achievement value of 88.83%. Thus, it can be concluded that the software of principal performance appraisal is efficient to use for the implementation of the principal's performance appraisal.

3.2. The Practicality Test of the Book of Users Guide of e-penjelasa

The practicality test analysis of the book of the user's guide of *e-penjelasa* can be seen in Table 4.

Table 4. The Practicality of the Book of Users Guide of *e-penjelasa*

Respondents	N	Category		
		Average Achievement	Interpretation	
Super Admin	1	4,4	88	Very Practical
Supervisor	2	4,3	86	Very Practical
Principal	6	4,42	88,4	Very Practical
Teacher	6	4,53	90,6	Very Practical
TAS	6	4,62	92,4	Very Practical
Student	6	4,42	88,4	Very Practical
School Committee	6	4,4	88	Very Practical
Practicality	33	4,44	88,32	Very Practical

From Table 4 above, it can be stated that the book of the user's guide of *e-penjelasis* is in the efficient category with a mean score of 4.16 and the achievement value of 83.11%. It can be concluded that the book of user guide of *e-penjelasis* is efficient to use for the implementation of the principal's performance appraisals.

Overall, the results of the practicality test analysis of the model of *e-penjelasa* can be presented below.

Table 5. The Practicality of Model of *e-penjelas*

Respondents	N	Category		
		Average Achievement	Interpretation	
Super Admin	1	4,4	88	Very Practical
Supervisor	2	3,97	79	Very Practical
Principal	6	4,18	83,5	Very Practical
Teacher	6	4,27	85,33	Very Practical
TAS	6	4,4	88	Very Practical
Student	6	4,26	85,27	Very Practical
School Committee	6	4,4	84,33	Very Practical
Practicality	33	4,27	84,78	Very Practical

Table 5 describes the model of *e-penjelas* as very practical with the mean score of 4.24 and the achievement value of 84.78%. Thus, it can be stated that this model of *e-penjelas* is efficient to use for the implementation of the principal's performance appraisals.

The model of *e-penjelas* used for assessing the performance principals has met the criteria for practicality. It is in line with Riadiana [11], which states that the software can make it easier for users to get and use information. The model of *e-penjelas* developed is very communicative and pays attention to the relationship between one component and another or is well systems. Davis [12] stated that it is necessary to pay attention to the usage system properly to use an application because the system must have a linkage between one part and another.

4. CONCLUSION

From the results of the practicality test of the *e-penjelas* model, it can be concluded that the model of the principal's performance appraisal with the achievement level of 82.54% is in the efficient category. The principal's performance appraisal software with the achievement level of 88.83% is in the efficient category, and the book of users' guide of the model of *e-penjelas* with the achievement level of 83.11% is in the efficient category. Overall, the practicality test results of the model of *e-penjelas* with an achievement level of 84.78% are in the efficient category. Thus, the model of *e-penjelas* can be used in assessing the principal's performance, especially during the Covid 19 pandemic. The basis for using the model of *e-penjelas* is the development of information technology in the era of the 4.0 industrial revolution. So the availability of supporting facilities, such as cell phones, laptops, or computers, and a stable internet connection needs to be the attention of related parties to this model can be used optimally.

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