

The Influence of the Headmaster and Professional Teacher's Ability on Teacher Performance at State Junior High School Pemulutan Sub-District

Zuryanti^{1*)}, Syarwani Ahmad¹

¹Universitas PGRI Palembang

*Corresponding author. Email: zuryanti41@gmail.com

ABSTRACT

Teacher performance is the main target in improving the quality of education in general. Therefore, teacher performance improvement needs to get serious attention from various parties, and efforts to improve factors related to teacher performance such as the ability of the principal and professional teachers. This study aims to determine the influence of the ability of principals and professional teachers on the performance of teachers at SMP Negeri Pemulutan Sub-District Research by using quantitative approaches with associative methods. Data analysis techniques used were test hypotheses by using simple and multiple linear regression analysis, t-test, and F-test. The results showed that: 1) There was a significant influence between the ability of the principal and teacher professionals on teacher performance by 35.8%. This means that the two variables can go hand in hand, the more conducive the headmaster's ability will be the better the level of teacher performance; 2) There is a significant influence among teacher professionals on teacher performance of 99.3%. This means that the motivation of the teacher's work will affect the teacher's activities in the school for maximum teacher performance achievement. High professionals will also encourage teachers to develop creativity and actualize all their abilities and energy to achieve maximum achievements, and 3) There is a significant influence between the ability of the principal and professional teachers on teacher performance by 96.8%. The two variables are the ability of the principal and professional teacher to go hand in hand with the teacher's performance variables, meaning that the better the ability of the principal and the professional teacher, the higher the teacher's performance.

Keywords: Leadership, Principal, Teacher Professional, Teacher Performance

1. INTRODUCTION

Problems in the world of education show the potential that teachers have to create as an effort to improve their performance is not always developed fairly and smoothly due to the influence of various factors both emerging in the teacher's person and those outside the teacher's personality. Mulyasa explained that "The fact of improving teacher performance is to improve teacher performance through continuous and continuous coaching and supervision" [1]. Hadith and Nurhayati stated that "The decline of the quality of education in Indonesia in general and the quality of higher education in a specific way seen from a macro perspective can be caused by the poor national education system and low human resources" [2].

Various factors affect performance, namely professional, principal ability, work facilities, and so on. But the focus of this research is the professional and ability of the principal. Motivation will arise in the teacher if there is attention, conformity, trust, and satisfaction given by the principal, as well as smooth communication between the teacher and the principal

and the teacher so that the condition can improve performance. According to Usman professional work is defined as a desire or need that background a person so that it is encouraged to work [3].

The ability of the headmaster is one of the factors that affect the quality of the school. The application of force to the right principal will have a significant influence in decision making, as well as in influencing teachers to do more efficient and effective work to achieve good teacher performance. Permadi said that the headmaster's ability is an activity to influence the behavior of others, or the art of influencing human behavior both individually and in groups [4].

Based on preliminary studies, some teachers still lack the drive to master the challenges of teaching, are underdeveloped, and have not yet gotten the best in the learning process. Some teachers have difficulty in making syllabus and lesson plans, lack of discipline emphasized to teachers such as teachers coming late and delaying class entry for various reasons, the use of learning methods and strategies, arranging evaluation tools, classroom management activities, and lack of ability to determine approaches and evaluation methods in the teaching and learning process. The headmaster's

ability has not been able to fully influence, mobilize, develop and empower teachers to be able to improve their professional work and performance, the headmaster has not been routine to make class visits, limited time to conduct guidance and provide assistance to teachers in making syllabuses and learning implementation plans. Various problems in the world of education about the quality and quality of education to improve teacher performance is one of the reasons for researchers to examine the influence of the ability of principals and professional teachers on the performance of teachers at SMP Negeri Pemulutan.

2. METHODS

This research used a quantitative approach with the associative method. According to Sugiyono "Associative research is a research that aims to find out the influence between two or more variables" [5]. The variables used in this study consist of two free variables, namely Ability of the principal (X_1), professional teacher (X_2), and bound variables namely teacher performance (Y). The population in this study consisted of 142 teachers and

For the sample of teachers taken entirely from the existing population that is called the research population. The sample of student research was taken 15% of 380 students is 57 students. Sampling techniques were using proportional stratified random sampling techniques. According to Sugiyono, this technique is used when the population has members/elements that are not homogeneous and proportionate" [5]. Measuring instruments used in the research in the form of questionnaires in the form of Likert scales are compiled by researchers based on leadership theory, work motivation, and teacher performance, where each variable amounts to 40 items that will be tested first so that the validity and reliability value is known. Data analysis techniques used to test hypotheses are simple and multiple linear regression analysis, then t-test and F Test with Statistical Product and Service Solution for windows release 24.00 calculations

3. RESULTS AND DISCUSSION

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Based on the results of the analysis shows that for leadership variables obtained the value $t_{\text{Count}} = 5478$ and the value $\text{sig} = 0.000$. Since the value $t (0.05; 55) = 2044$ it can be said that $t_{\text{Count}} > t_{\text{table}}$ and $\text{sig value} < 0.05$. Thus, H_0 is rejected or it can be concluded that the regression equation is significant. Based on the test results, the regression equation stated by $= 113.33 + 0.1535 X_1$ can be used to deduce the influence of headmaster leadership on teacher performance.

The above condition is supported by research conducted by Manik and Bustomi where the results showed the ability of the principal to significantly affect the performance of teachers in SMP Negeri with a large

influence of 22.90% [6]. Rahamawati's research showed that there was an influence of the headmaster's ability on teacher performance by 15.1% [7].

Based on some of the results, the headmaster must move all the resources in the school so that they can be empowered to be used to the maximum to achieve the goals that have been set. So, good or bad performance of teachers in the school depends on how the headmaster's ability to influence the teacher's behavior in carrying out their duties.

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The results of the analysis showed that for work motivation variables obtained t_{Count} value = 7377 and sig value = 0.000. Since the value $t (0.05; 55) = 2.044$ then it can be said that $t_{\text{Count}} > t_{\text{table}}$ and $\text{sig value} < 0.05$. Thus, H_0 is rejected or it can be concluded that the regression equation is significant. Based on the test results, the regression equation expressed by $= 26,837 + 1,029 X_2$ can be used to deduce the influence of Professional on teacher performance.

The regression equation above that the increase in work motivation score tends to be followed by an increase in teacher performance. Quantitatively, work motivation contributed to teacher performance of 1,029 in a positive direction with a constant 26,837. That is the higher the teacher's work motivation, the higher the performance in the teacher. The motivation will also encourage teachers to develop creativity and actual all its abilities and energy to achieve maximum achievements.

These conditions are supported by Eros whose research that there is a positive and significant influence of teachers on teacher performance of 61.1% [8]. Subsequent research by Abdulsalam and Mawoli explained that there is a positive correlation between professional and teacher performance, professional influence significantly on teacher performance [9].

Professional teachers are skilled in directing subordinates to the objectives of the organization to be willing to work and strive so that the desires of subordinates and objectives of the organization can be achieved. Professional is doing a job because there is a need for life that must be met. This need can be in the form of economic needs that is to earn money, while non-economic needs can be interpreted as the need to obtain an award for achievements achieved.

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Significant test results showed that the F_{Count} was 176,473 and the sig value = 0.001. Thus, the value of $F_{\text{Count}} > F_{\text{table}}$ and $\text{sig value} < 0.05$, where H_0 is rejected or the regression equation is significant. The similarity of this positive regression line indicates that the better the ability of the principal and high professional

teachers in carrying out their duties so that the teacher's performance will also improve.

This was supported by Setyaningsih's research that showing the ability of principals and professional teachers together have a significant effect on teacher performance [10]. Based on this exposure, it can be concluded that the headmaster's ability style is determined by itself so that if the leadership style is applied well and can provide good direction to subordinates, it will arise trust and create Professional teachers in the individual so that the spirit of work increases which also affects performance towards a better.

Based on these conclusions, it can be said that the tendency to increase the professional combination of teachers and the ability of the headmaster will be followed by teacher performance, on the contrary, if there is a tendency to decrease the combination of professional teachers and the ability of the principal will be followed by a decrease in teacher performance.

4. CONCLUSION

There is a significant influence between the ability of the principal to the performance of teachers at the SMP Negeri Pemulutan sub-district of 35.8%. This means that the two variables can go hand in hand, the more conducive the headmaster's ability will be the better the level of teacher performance. An increase of one variable of the headmaster's ability will increase teacher performance variables.

There is a significant influence among professional teachers on the performance of teachers at SMP Negeri Pemulutan which is 99.3%. This means that there is an influence between motivational variables on teacher performance at SMP Negeri Pemulutan, where professional teachers in teachers will influence teacher activities in schools for maximum teacher performance achievement. It is illustrated from the better motivation that the teacher has, the higher the performance in the teacher. Profesional high teachers will also encourage teachers to develop creativity and adventure all their abilities and energy to achieve maximum achievements.

There is a significant influence between the ability of the principal and professional teachers together on the performance of teachers at SMP Negeri Pemulutan sub-district, which is 96.8%. The two variables are the ability of the principal and professional teacher to go hand in hand with the teacher's performance variables, meaning that the better the ability of the principal and the professional teacher, the higher the teacher's performance. Professional teachers will appear to the teacher if there is conformity, trust, and satisfaction given by the principal, as well as smooth communication between the teacher and the principal, the teacher and the teacher, the condition can improve performance.

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