

The Influence of Principal Leadership and Work Motivation on Teacher Performance

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ABSTRACT

The background to this study is to establish the serious impact of primary leadership and job motivation on the performance of teachers. The purpose of this study is also to decide if principal leadership has an impact on the performance of teachers. The effect of work motivation on the performance of teachers and the influence of principal leadership and work motivation together on the performance of teachers at MTs Amanah 02 prabumulih. Within that analysis, the quantitative descriptive approach always saw the impact partly between both the selected variables was used by the SPSS 2.0 program. The findings of this study indicated that there is a significant impact of primary leadership on the performance of teachers, and that there is a significant influence of work on the performance of teachers, and that there is a significant influence of primary leadership and work motivation on the performance of teachers. The conclusion is that the main leadership and work motivation have a direct impact on the performance of teachers at MTs Amanah 02 Prabumulih. Good leadership and a high level of work motivation would also improve the performance of teachers.

Keywords: Principal Leadership, Work Motivation, Teacher Performance.

1. INTRODUCTION

Education is also described as a human endeavor to foster a personality in accordance with the ideals of community and culture. Education is the basic foundation of the progress of a nation by creating quality human resources. In order to produce quality resources, a qualified teacher is also needed. Various factors, in particular the leadership of the principal, affect the production of quality teaching teachers. The principal plays a very important role because the principal is fully response slide for managing and empowering teachers to continue to improve their performance.

Leadership is a norm of behavior, that is used by someone to influence others, leadership has a lot of influence on success in influencing subordinate.

Out by the principal, namely improving the quality of education, performance plays an important role in achieving maximum goals. According to Ahmad [1] Leadership is a process of influence and control among those who lead and are led to a target. Leadership is the ability to arouse the enthusiasm of others to be willing and have total responsibility for the efforts or goals of the organization responsibility positive role, model,

communication skill, having a positive influence and having the ability to convince other [2].

The principal as the education leader in the school must have the ability and skill that can be practiced in everyday life at school. According to Fattah [3], the conduct of the leader may be affected by the context knowledge of the valve and their experience of the capabilities of the leader as an example of the leader, who believes that individual needs must be secondary to the needs of the organization, will play a critical role in the actions of these subordinates. The way the principal interacts with subordinate greatly influences the success or failure of the school the leads. The principal's effort in improving teacher performances must be done by choosing anything and motivation what to do the forms of motivation are generally in the form of money and goods as well as non-material in the form of false and appreciation. Considering that motivation is a driving factor that greatly influences human behavior, a teacher who has high motivation in his work will certainly be motivated to do work effectively and efficiently so that the planned goals can be achieved properly. The motivation of each person is different, some of them have a high, low motivation, and all of them will affect their performance.

The principal decides the success of a school such that the understanding of the principal can be identified as a functional teacher who is given the task of leading a school where the teaching and learning process takes place, or a place where there is interaction between the teacher who gives lessons and the student who receives them [4]. The position of the Principal is as an instructor, manager, administrator, supervisor, chief, innovator, motivator, revisited as EMASLIM, but on the basis of problems in the field, it is more focused on the leadership and motivation of the Principal.

2. METHODS

This research uses a quantitative descriptive approach to partially detect the impact between existing variables [6].

The quantitative research variables evaluated in this study consisted of the principal's leadership of X1 on teacher performance Y, job motivation of X2 on teacher quality, and teaching performance was the advocacy variable. While the hypothesis testing together is the leadership of Theory X 1 and Work X 2 on teacher success Y, then all the data obtained are processed and processed by quantitative analysis.

Subjects in this study were identified 68 principals and teachers who taught at MTs. Amanah 02 Prabumulih in 2020.

To obtain empirical data about the observed variable, in this study using an instrument with the form of oner poetry [7]. The questionnaire that will be used to collect data on the principal 's leadership, work motivation and teacher performance will refer to the *Likert* scale. *Likert* scale is a scale used to assess a person's attitude of opinion and perception [4]. Using the *Likert* scale, the variables to be evaluated are translated

into dimensional, the dimensions translated into variables and the sub variables are translated back into measurable indicators, and from this indicator, it can eventually be measured to become the starting point for making instrument items in the form of issues to be resolved by the participant. Each variable to be researched and instructions on how to fill in and the information stated in the statement on the questionnaire distributed to all MTs Amanah teachers in Prabumulih City.

3. RESULTS AND DISCUSSION

The history of the establishment of MTs Amanah 02 sungai medang village,cambai diistrict ,prabumulih city began with several community leaders and religious leaders in sungai medang village after the establishment of MTs,

in this case the amanah foundation wants to develop intentions and plans by forming an educational institution that is educational institution that is, equivalent to a junior high school and has Islamic nuances.The intention was sparked to form madrasah Tsanawiyah which is located in sungai medang village ,cambia district,prabumulih city [9].

The Results of the descriptive data in this study are intended to calculate the maximum score of the minimum average standard deviation of the standard error variance, frequency distribution and histogram. The results of the distribution of questionnaires given to 68 respondents were related to a questionnaire when the variables namely principal leadership and work motivation on teacher performance were contained in this study.

The result of distributing questionnaires to 68 respondents regarding the leadership of school principals obtained data That is shown in the table below.

Table 1.

Statistic		
Principal leadership		
N	Valid	68
	Missing	0
Mean		81.1765
Std.Error of mean		.87346
Std,deviation		7.20270
Variance		51.879
Minimum		64.00
Maximum		91.00
sum		5520.00

Centered on table 1. above, this can be seen that the lowest score is 64.00 and the highest score is 91.00, that average of respondents 'responses regarding the principal's leadership is 81,1785, while for the standard

error of 87.346 the standard deviation is 7.20270 with the variance of 5.

Data from the calculation of the distribution of work motivation questionnaires X 2.

Tables 2.

Statistic		
Work Motivation		
N	Valid	68
	Missing	0
Mean		72.1765
Std.Error of mean		.56257
Std,deviatio n		4.63903
Variance		21.521
Minimum		60.00
Maximum		82.00
sum		4908.00

Based on table 2. above, it can be seen that the lowest score is 60.00 and the highest score is 82.00 the average

respondent response to the principal's leadership is 72.1765, while for the standard error of 0.56,257, the standard deviation is 4.63903 with the variant is 21.521.

Tables 3.

Statistic		
Kinerja Guru		
N	Valid	68
	Missing	0
Mean		92.7353
Std.Error of mean		.56903
Std,deviatio n		4.69238
Variance		22.018
Minimum		83.00
Maximum		100.00
sum		6306.00

Data from the calculation of the distribution of teacher performance questionnaires.

Centered on table 1.2 above, this can be seen that the lowest score is 83.00 and the highest score is 100.00, the average respondents response to 92.7353, while for the standard error of 0.56903, the standard deviation is 4.69238 with the variance is 22.018.

To find out, that there is no control of the main leadership on teacher performance, it can be seen by testing the ANOVA F test hypothesis that the significant value of 0.133 is smaller than 0.05 so that HO is rejected and that means There is an impact of primary leadership on the performance of teachers in MTs Amanah 02 Prabumulih City.

Then in addition to using the F test Hypothesis Testing in regression [10]. Regression can also use the t test to find out the regression equation that HO is

rejected, meaning that there is a major impact of primary leadership on the performance of teachers in MTs Amanah 02 Prabumulih City with a regression constant score $a=0.167$ less than 0,05 so is concluded to be used in the regression equation.

Furthermore, based on the coefficient of determination of the dependent variable, an R-Square score of 0.34 is obtained so it can be concluded that work motivation is influenced by teacher performance. And 99.66 is impacted by certain variables not used in the variable.

Based on this multiple regression test to determine that value of the influence of the dependent variable to prove whether there is a relationship can be seen That the constant value of the regression equation of the independent variable b. 1 is 0.347 and B 2 is 0.352, it can be seen that this regression equation with $Y = a + b_1 X_1 + b_2 X_2$ then $a = 39.193 + 0.347 X_1 + 0.352 X_2$. This means that the leadership of the principal has improved positively with the incentive to focus on the success of the teacher. Additionally, to find out the truth Hypothesis testing can be done by simultaneous testing using the F test to find out the independent variable, it is obtained a significant value of 0.000 less than 0.05 so that Ho is Rejected and that means There is an impact on the leadership of the head variable, and work motivation on teacher performance at MTs Amanah 02 Prabumulih City. However, as seen from how much effect the independent variable has on the dependent variable at the same time, the R-Square value is 0.436 with a determination coefficient of 4.36 so that it can be inferred that the power of the Principal's leadership is combined is 4.36 % and the remaining 95.64 % is obtained from minus 4.36% influenced by other factors that are not this variable.

Furthermore, the researcher tested the hypothesis partially using the t test to test whether each independent variable of principal leadership X 1 work motivation X 2 had Important impact on dependent variables, i.e. teacher success Partly with the first hypothesis, the significant value of 0.000 was less than 0.05, so that Ho was rejected by the key leadership effect on the output of teachers in the city of MTs Amanah 02 Prabumulih City. And the second hypothesis can also be shown that the significant value of 0.000 is less than 0.05, so that Ho is acknowledged and that means that there is a significant effect of job motivation on the output of the instructor in MTs Amanah 02 prabumulih city.

4. CONCLUSION

On the basis of the findings of the study and data review carried out both descriptively and hypotheses ally, it can be concluded that the following issues:

Principal leadership has a big impact on work motivation at MTs Amanah 02 Prabumulih City, which means that the full leadership implemented by the Principal would improve work motivation.

Main leadership has a major impact on the performance of teachers in MTs Amanah Prabumulih City, suggesting that the better the leadership of the school principal in MTs Amanah 02 Prabumulih City, the better the performance of teachers will increase. The power of leadership is primarily defined by the position of principals as educators, managers, administrators, supervisors, leaders, innovators and motivators.

Job motivation has a direct effect on the performance of teachers at MTs Amanah 02 Prabumulih City, indicating that better work motivation at MTs Amanah Prabumulih City will increase the performance of teachers. The extent of the impact of work motivation is determined by physiological needs, the need for recognition and the need for self-actualization, the leadership and work motivation of the principal have an impact on the performance of teachers in the city of MTs Amanah 02 Prabumulih City. Teachers in the empty mandate of MTs for Prabumulih City would increase. Good leadership and high work motivation will increase to be a better person.

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