

The Effect of School Leadership and Management on the Performance of Teachers of the First High School in Air Kumbang Sub-District, Banyuasin District

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Abstract

The purpose of this study was to determine and analyze the influence of leadership and management of school principals together on the performance of junior high school teachers in Air Kumbang District. The research method used in this research is descriptive quantitative research method. The instrument used in the study was a questionnaire. Testing requirements analysis hypothesis testing. There are 3 conditions that must be met before conducting regression analysis, namely 1) normality test; 2) homogeneity test; and 3) linearity test. Based on the results of the above research, it can be concluded that there is a significant influence between the leadership of the principal on the performance of teachers in SMP in Air Kumbang District, which means that the better the leadership of the principal, the better the performance of SMP teachers in Air Kumbang District. Thus it can be concluded that the second hypothesis is accepted. From the results of this study the authors suggest to other researchers, to examine the performance of teachers in Air Kumbang District, to include other variables such as motivation, compensation, level of education that can affect teacher performance.

Keywords: *Leadership, Management, Teacher Performance*

INTRODUCTION

National education functions to develop capabilities and shape the character and civilization of a nation with dignity in order to educate the nation's life, aiming at developing the potential of students to become human beings who believe and fear God Almighty, have noble character, are healthy, knowledgeable, capable, creative, independent and become a democratic and responsible citizen. Schools as formal educational institutions must be able to develop all the potential that students have. The potential possessed by these students must include cognitive, affective and psychomotor aspects. In fulfilling the increasing expectations and desires of the community, schools as educational organizations must strive to study their various strengths and weaknesses by making continuous improvements and identifying various challenges and threats in improving student learning outcomes.

Schools with professional leaders and supported by teachers who have high performance are expected to produce learning outcomes as expected. Quality learning can only be realized by teachers who have superior abilities and high motivation in carrying out their obligations. The key to the success of schools lies in the synergic collaboration between the principal and teachers, educators, parents, and the government. The task covers the professional and humanitarian fields, as well as the social sector. In the field as a profession, it includes educating, teaching and training students so that their various potentials are able to develop. Educating means continuing and developing the values of life and life that need to be owned. by students to become an important part of society. Teaching means continuing and developing science and technology, so that students are able to master it, while training means developing skills possessed by students to become part of society.

The description above explains that teacher performance is the behavior produced by a teacher in carrying out his duties as an educator and teacher when teaching in front of the class, according to certain criteria, namely, learning planning, implementing learning, evaluating learning outcomes, and monitoring the learning process. Thus, the task of a teacher is not only to teach in class, but a teacher also has a big responsibility to educate their students. The principal plays an important role in the success of a school in carrying out its vision and mission, this is because the principal is responsible for the implementation of education, school administration, coaching other education personnel, utilizing and maintaining facilities and infrastructure, as well as a supervisor at the school he leads. In order for schools to achieve their goals effectively and efficiently, the principal must carry out managerial functions such as planning, organizing, directing, providing motivation, implementing, organizing control, evaluation, and innovation. A good principal is expected to shape the implementation of learning that is carried out by the teacher to be good. For this reason, in the implementation of education as contained in Law Number 20 of 2003 concerning the national education system, one of which is education is organized by empowering all components of society through participation in the delivery and quality control of education services. Quality education is very dependent on the existence of qualified teachers.

Based on the explanations above, without neglecting other factors, teachers are considered as a factor that decreases or improves the quality of national education. Therefore, how important it is to develop teachers professionally in a directed and programmed manner to improve their performance, so as to improve their learning outcomes. However, this cannot be separated from the leadership and management applied by the principal. According to Basri[1], if the principal has a bad leadership and management mentality, the implementation of education will be bad because the principal is the manager, supervisor, and developer of the learning process with other activities. The principal is a supervisor who must act as a democratic, authoritative leader, and be a role model for all teachers, all students and all school employees.

Research conducted by Sugeng[2]. The results showed 1) managerial competence 46.7% contributed positively and significantly to teacher performance; 2) Teacher performance contributed 53.6% positively and significantly to teacher performance; 3) a positive and significant contribution resulted from the joint influence between principal managerial and teacher performance by 60.5%. The similarities of this research with the research to be examined are the same as making the principal and the teacher as research variables. This study also uses quantitative methods as research analysis.

Research conducted by Ishaq, Yusrizal, and Bahrun[3]. The result of the research is the leadership of the principal of SMA Negeri 4 Wira Bangsa Meulaboh has an autocratic style, while the principal of SMA Negeri 3 Meulaboh has a democratic style. The leadership of the Principals of SMA Negeri 4 Wira Bangsa Meulaboh and SMA Negeri 3 Meulaboh are able to improve teacher performance in each school. This is evident from the curriculum, student affairs, prasara advice and student achievement that are running well and according to teacher performance standards. The teacher's response or response to the leadership approach taken by the principal at SMA Negeri 4 Wira Bangsa Meulaboh and SMA Negeri 3 Meulaboh was quite good. The similarities of this study with the research to be studied are the same, making the principal's leadership and teacher performance as research variables.

Previous research was also carried out by Mawadah, Harapan and Kesumawati[4], The results of the study can be concluded that the leadership of the principal has an effect on Job Satisfaction in Public Elementary Schools in Tanjung Raja District. The availability of facilities and infrastructure affects the Papacy of Work in the Tanjung Raja District Public Elementary School. The leadership of the principal and the availability of facilities and infrastructure have a joint effect on job satisfaction in SD Negeri Tanjung Raja District. The similarity of this study with previous research is that both study the leadership of school principals. The difference between this study and previous research is that it lies in the research variables studied, in the previous research, the research variables examined the

availability of infrastructure and teacher job satisfaction, while the current study studied variables were principal management and teacher performance.

Previous research was also conducted by Muslim, Harapan and Kesumawati[4]. the principal's leadership includes aspects, a) how to communicate b) giving motivation, c) leadership ability d) decision making and e) positive power is in the very good category. The quality aspect of education is based on Government Regulation Number 19 of 2005 concerning eight well-implemented National Education Standards. The similarity of this study with previous research is that both study the leadership of school principals. The difference between this study and previous research is in the research method used. Previous research, the research method used used a qualitative approach, while the research method used in this study was a research method with a quantitative approach.

Previous research was also conducted by Puspitasari, Tobari, & Kesumawati[4] The results of the research and the results of data analysis that have been carried out show that there is an influence of the management of the principal on the performance of teachers in SD Negeri Tanjung Raja District. This is because the closeness of the correlation relationship is very weak positive; there is no effect of teacher professionalism on the performance of teachers at SD Negeri Tanjung Raja District. This is because the closeness of the correlation relationship is in a weak negatif; and there is no effect of principal management and teacher professionalism together on teacher performance in SD Negeri Tanjung Raja District. This is because the coefficient of the independent variable is in a weak negative. The similarity of the above research with the research to be studied is both examining the effect of principal management on teacher performance. The difference is that the research above analyzes teacher professionalism on teacher performance.

METHOD

The research method used in this research is descriptive quantitative research method, namely by looking for information about existing symptoms, clearly defined objectives to be achieved, planning the approach, collecting data as material for making reports. According to Arikunto[5] descriptive research is research that uses observations, interviews or questionnaires regarding the current situation, regarding the subject we are researching. Through questionnaires and so on, we collect data to test hypotheses or answer a question. The data from the questionnaire questionnaire in this study is quantitative data which the researchers will analyze descriptively the percentage and then assessed based on the criteria. Before the analysis is carried out, the analysis requirements are tested, which is a requirement that must be met so that the analysis can be carried out, both for predictive purposes and for hypothesis testing. There are 3 conditions that must be met before conducting multiple regression analysis, namely: Normality test.

According to Ghozali[6] the normality test aims to test whether the confounding or residual variables in the regression model have a normal distribution. Linearity test is used to determine whether the path obtained is "meaningful" when it is used to make conclusions between the variables being analyzed. There are 3 conditions that must be met before conducting multiple regression analysis, namely: Normality test. According to Ghozali[6], the normality test aims to test whether the confounding or residual variables in the regression model have a normal distribution. Linearity test is used to determine whether the path obtained is "meaningful" when it is used to make conclusions between the variables being analyzed. There are 3 conditions that must be met before conducting multiple regression analysis, namely: Normality test. According to Ghozali[6] the normality test aims to test whether the confounding or residual variables in the regression model have a normal distribution. Linearity test is used to determine whether the path obtained is "meaningful" when used to make conclusions between the variables being analyzed. Multicollinearity test aims to test whether the regression model found a correlation between independent variables. A good regression model should not have a correlation between independent variables. If the independent variables are correlated, these variables are not orthogonal. Orthogonal variables are independent variables in which the correlation value between independent variables is equal to zero. To test whether or not multicollinearity in the

regression model is as follows, the R² value generated by an empirical regression model estimate is very high, but individually there are many independent variables that do not significantly affect the dependent variable. Analyze the correlation matrix of independent variables. If there is a high enough correlation between the independent variables, then this is an indication of multicollinearity. The absence of high correlation between independent variables does not mean that they are free from multicollinearity, multicollinearity can be caused by the combination effect of two or more independent variables. Multicollinearity can also be seen from the tolerance value and the opposite of variance inflation factor. These two measures indicate which independent variable is explained by the other independent variables.

RESULTS AND DISCUSSION

Leadership and management of school principals on the performance of junior high school teachers in Air Batu Subdistrict were 0.586 and 0.631, respectively, while the partial correlation coefficients were 0.455 and 0.503, respectively. It appears that the principal management partial correlation coefficient is higher than the principal leadership performance variable. In simple terms, the results of multiple regression analysis have a simultaneous influence between the principal leadership variable and the principal management variable with the teacher performance variable. The results of multiple regression analysis obtained a multiple correlation coefficient of 0.631 with a coefficient of determination of 0.398 or 39.8%. The rest is influenced by other factors. The regression F value is 33.49 with a significance of 0.000.

The leadership of school principals and principal management on the performance of junior high school teachers in Air Kumbang District are 0.514 and 0.631 respectively, while the partial correlation (partial correlation) is 0.445 and 0.631, respectively. It appears that the partial correlation coefficient of principal management performance is higher than the variable of principal leadership performance. Based on the preliminary data that the researchers obtained regarding the leadership of school principals in SMP in Air Kumbang District, it was found that the leadership applied by various school principals made a difference to the performance of junior high school teachers in Air Kumbang District. Every school principal is faced with the challenge of carrying out educational development in a directed, planned and sustainable manner. Then many teachers still consider their profession to be just an ordinary job, so this then triggers teacher performance to be low. Furthermore, based on an interview the researcher conducted with the Principal of SMP Negeri 3 Air Kumbang, he said that the problems that occur in schools reduce teacher performance, one of which is caused by the leadership and management of the school principal. This statement is supported by the results of research from Muizu[7] with the title "The Influence of Leadership on Employee Performance" shows that leadership has a significant effect, both partially and simultaneously on employee performance. This means that the better the leadership application, the more optimal the employee's performance will be.

The better the role of the principal as a leader, the better the teacher's performance. These results can be understood because they are in line with the theory which states that school principal leadership is also an ability and readiness of the principal to influence, guide, direct and mobilize school staff to work effectively in order to achieve predetermined educational and teaching goals. Furthermore, the research conducted by Ishaq, Yusrizal, and Bahrun[3] with the title "Principal Leadership in Improving Teacher Performance at SMA Negeri 4 Wira Bangsa Meulaboh and SMA Negeri 3 Meulaboh". The result of the research is the leadership of the principal of SMA Negeri 4 Wira Bangsa Meulaboh has an autocratic style, while the principal of SMA Negeri 3 Meulaboh has a democratic style. The leadership of the Principals of SMA Negeri 4 Wira Bangsa Meulaboh and SMA Negeri 3 Meulaboh are able to improve teacher performance in each school. This is evident from the curriculum, student affairs, prasara advice and student achievement that are running well and according to teacher performance standards. The teacher's response or response to the leadership

approach taken by the principal at SMA Negeri 4 Wira Bangsa Meulaboh and SMA Negeri 3 Meulaboh was quite good.

Based on the preliminary data that the researchers obtained regarding the management of school principals in SMP in Air Kumbang District, it was found that the management applied by various school principals made a difference to the performance of SMP teachers in Air Kumbang District. An empirical study with this theme is interesting to do considering that the development of management science and theory, especially education management, is running rapidly. To prove scientifically that is supported by empirical data based on the findings, it is deemed necessary to conduct research related to principal management and teacher performance in State Junior High Schools in Air Kumbang District. The success of education management is inseparable from how one's ability to lead an educational institution or institution. Leadership is at the core of management activities in educational institutions. Management is one of the principal's duties to be able to create professional teachers so that they can work in accordance with the directions given. However, the role of the principal as manager is not sufficient. In order to lead, the leader must do something. School management is an activity that has a high philosophical value in achieving school goals effectively and efficiently. Basically, these efforts are made to improve school performance in achieving educational goals. These results can be understood because if the principal has good management performance, he will be able to manage human resources, including teachers in the school, to be good too. This result is in line with the theory which states that management activities are essentially a series of managerial activities carried out by a manager that cannot be separated from the implementation of management functions itself. Managerial activities according to Fayol in Fatah include planning, organizing, commanding, coordinating and supervising. The availability of facilities and infrastructure affects the Papacy of Work in the Tanjung Raja District Public Elementary School. The leadership of the principal and the availability of facilities and infrastructure have a joint effect on job satisfaction in SD Negeri Tanjung Raja District. The similarity of this study with previous research is that both study the leadership of school principals. The difference between this study and previous research is that it lies in the research variables studied, in the previous research the research variables examined the availability of infrastructure and teacher job satisfaction, while the current study studied variables were principal management and teacher performance.

The same thing was also expressed by Puspitasari, Tobari, & Kesumawati[8] with the title "The Effect of Principal Management and Teacher Professionalism on Teacher Performance". The results of the research and the results of data analysis that have been carried out show that there is an influence of the management of the principal on the performance of teachers in SD Negeri Tanjung Raja District.

The results of the analysis of the influence between the two independent variables and one dependent variable in hypothesis testing still need to be studied further to provide an interpretation of the relationship between the results of the analysis achieved and the theories that underlie this research. This explanation is needed in order to know the suitability of the theories put forward with the research results obtained. The principal is the manager of the education unit whose task is to collect, utilize, optimize all potential and human resources, environmental resources and available sources of funds to foster schools and the school community they manage. Principals who are successful when they understand the existence of the school as a complex and unique organization,

The results of the research and hypothesis testing simultaneously prove that there is a significant influence simultaneously between principal leadership and principal management on the performance of junior high school teachers in Air Kumbang District which means that the better the principal leadership and principal management, the teacher performance will increase. In actual fact, it is not only the leadership and management of school principals that affect teacher performance, there are many other and very complex factors that affect teacher performance. therefore other factors outside of this research model that affect teacher performance. The results of the research prove that the leadership and management of principals are said to be good and correct if they are able to bring

improvements and changes in attitudes and behavior of subordinates. Changes in teacher attitudes are characterized by high teacher commitment and loyalty to the principal, high teacher motivation in carrying out their duties, and feelings of satisfaction felt by the teacher. Meanwhile, changes in teacher behavior are indicated by the involvement or achievement, support and willingness of the teacher to carry out various tasks given by the principal. Through the leadership and management of high school principals it will improve the performance of their subordinates. Thus it can be said that the leadership and management of principals have a positive correlation with teacher performance.

The results of this study are supported by relevant previous research conducted by Septiana, Ngadiman and Ivada[9] entitled "The Influence of Principal Leadership and Work Motivation on Teacher Performance". Principal leadership and work motivation together have a significant effect on teacher performance. Principal leadership has a significant effect on teacher performance. Work motivation has a significant effect on teacher performance at SMP Negeri Wonosari. The similarities between the above research and the research to be studied are both examining the influence of leadership on teacher performance. The difference is that the research above analyzes work motivation on teacher performance.

Furthermore, Rachmawati[10] in her research entitled "The Effect of Principal Leadership on Teacher Performance". The principal as the supervisor should continue to carry out activities to control the orderliness of the making of teaching planning that is adjusted to the current curriculum and not reduce routine class visits which are carried out from time to time to classes while teaching and learning activities are in progress. Further increase the motivation and work ethic of the SMK SANDIKTA teachers to encourage work morale.

CONCLUSION

Based on the results of the above research, it can be concluded that there is a significant influence between the leadership of the principal on the performance of teachers in junior high schools in Air Kumbang District, which means that the better the leadership of the principal, the better the performance of junior high school teachers in Air Kumbang District. Beetle. Furthermore, there is a significant influence between the management of school principals and the performance of junior high school teachers in Air Kumbang District, which means that the better the management of school principals the better the performance of SMP teachers in Air Kumbang District. And there is a significant influence simultaneously between the Leadership and Management of Principals on the Performance of Junior High School Teachers in Air Kumbang District.

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