

The Influence of Principal Leadership and Work Commitment on Teacher Professionalism

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Abstract

This study aims to determine the effect of principal leadership and work commitment to teacher professionalism at SMP Negeri Kayuagung District, Ogan Komering Ilir Regency (OKI). This study uses a quantitative approach. The research sample was 70 state junior high school teachers in Kayuagung District, Ogan Komering Ilir Regency (OKI). Data collection using a questionnaire, data analysis techniques used with simple and multiple regression analysis. The results showed that 1) There was a significant effect of principal leadership on teacher professionalism at SMP Negeri Kayuagung District, Ogan Komering Ilir Regency (OKI), 2) There was a significant effect of work commitment on teacher professionalism in SMP Negeri in Kayuagung District, Ogan Komering Ilir Regency. (OKI), and 3) There is a significant effect of school principal leadership and work commitment to the professionalism of teachers at SMP Negeri Kayuagung Subdistrict, Ogan Komering Ilir Regency (OKI).

Keywords : *Principal Leadership, Commitment, Teacher Professionalism.*

INTRODUCTION

One of the educational problems faced by the Indonesian nation today is the low quality of education at every level and unit of education, especially primary and secondary education. National education standards aim to guarantee the quality of national education in order to educate the nation's life and shape the character and civilization of the nation with dignity.

In essence, every human being is a leader and every human being who is a leader will be held accountable for his leadership later. An organization must have a leader, the ideal leader is obeyed and respected by his subordinates. If there is no leader there will be chaos. Therefore, there must be a leader who commands and directs his subordinates to achieve organizational goals.

Leadership is an object and subject that has been studied, analyzed, and reflected by people from the past until now [1]; [2]; [3]; [4].

[5] Leadership is a problem related to intelligence, trust, kindness, courage, and discipline. Leadership can occur if there is a leader who influences his followers, the leader is one of the essential elements of leadership. When employee commitment becomes a challenge when organizing human resources in an organization, it is necessary to solve the best solution. In managing the employee's commitment, it is not easy because employees are humans who are not machines.

The principal as the highest leader in the school is considered successful if it can improve teacher performance through various forms of coaching activities for the ability of teachers to carry out learning in school. For this reason, the principal must be able to carry out his roles and responsibilities as an education manager, education leader, education

supervisor, education administrator, coaching other educational personnel and the utilization and maintenance of facilities and infrastructure [6].

A teacher is also required to follow the development of educational and teaching methodologies. A teacher is required to maximize the potential for insight and time. However, in a school, of course teachers are required to be able to provide the best performance in their school according to their competencies. But competence alone is not enough so that teachers can give their best performance in their work.

Apart from competence, it also requires work commitment from lecturers, teachers, employees or workers in order to provide the best results. Competence without commitment is the same as a weapon that cannot be fired. Someone who is not committed, is actually an expert in his field (competent) but works half-heartedly, a teacher who is committed, will work totally, devote his attention, thoughts, energy and time, he will do what the school expects.

The word commitment comes from the Latin *commitere*, to connect, entrust the state of being obligated or emotionally, impelled, which is a belief that binds so firmly that it shackles one's entire conscience and then moves behavior towards the direction it believes in. Expert opinions on the definition of commitment vary widely. [7]

Meanwhile, from the PESAT Proceeding Journal Vol.2, Spector (2012) said that work commitment involves an individual's attachment to his job. Work commitment is a variable that reflects the degree of relationship that individuals think of to certain jobs in the organization. Greenberg and Baron suggest that work commitment reflects the level of identification and involvement of individuals in their work and their unwillingness to leave the job [8].

Professionalism is a job or activity carried out by a person and becomes a source of activities carried out by someone and becomes a source of life income that requires expertise, proficiency or skills that meet certain quality standards or norms and require professional education. [9]

Professional teachers are teachers who are able to manage themselves in carrying out daily tasks. The professional ability of teachers is the ability to carry out tasks, which are equipped with competencies (basic abilities). The Directorate of Basic Education (1994) developed five basic abilities that every junior high school teacher must have, including: (1) mastery of the curriculum, (2) mastery of the material for each subject; (3) mastery of evaluation methods and techniques; (4) commitment to duties; (5) discipline in a broad sense. Professional ability is one of the supporting elements for teachers in realizing work performance (performance).

Therefore, efforts to improve the quality / image of teachers, one of the components that play a role is to improve teacher professionalism which is characterized: mastering tasks, roles and competencies, having a high commitment to their profession, and adhering to the paradigm of learning not only in the classroom but also for themselves to do sustainable education throughout the ages.

In terms of human resources, the condition of State Junior High Schools in Kayuagung Subdistrict, Ogan Komering Ilir Regency (OKI) has not been optimal. This can be seen from the lack of close cooperation between existing fields, less harmonious relationships between individuals, many teachers / employees who do not understand the details of assignments, teach without preparing teaching tools, lack of guidance in various lines, and have not been enforced. work discipline. such as: many employees ignore orders, are inaccurate in carrying out their duties, postpone assigned tasks, often leave the office or even don't come to work without clear reasons. As a result, the school situation did not work effectively.

This study has the following problem formulations, whether the principal's leadership and work commitment influence the professionalism of teachers in SMP Negeri Kayuagung District, Ogan Komering Ilir Regency (OKI). This study aims to see the effect of principal

leadership and commitment to teacher professionalism at SMP Negeri Kayuagung District, Ogan Komering Ilir Regency (OKI).

METHOD

The method used in this research is descriptive quantitative research method. [10] According to Sugiyono, quantitative research methods are to see the partial influence between the existing variables. Sugiyono, a variable is an attribute or nature or value of people, objects, organizations or activities that have certain variations that are determined by the researcher to be studied and then draw conclusions. [11] variables are the object of research, or what is the point of attention of a study.

The research was carried out at the State Junior High School in Kayuagung sub-district, Ogan Komering Ilir Regency (OKI) which includes: (1) SMP Negeri 1 Kayuagung, (2) SMP Negeri 2 Kayuagung, (3) SMP Negeri 3 Kayuagung, (4) SMP Negeri 4 Kayuagung, (5) SMP Negeri 5 Kayuagung, and (6) SMP Negeri 6 Kayuagung. The population in this study were all teachers in SMP Negeri in Kayuagung Subdistrict, Ogan Komering Ilir Regency (OKI), totaling 244 people and considering that the population was more than 100, the sampling technique in this study was to use the Slovin formula (1960). with the results of 70 teachers.

The technique used in determining the sample in this study was the random sampling technique. The variables in this study included two independent variables, namely the principal's leadership (X1), and work commitment (X2) and one dependent variable, namely teacher professionalism (Y).

Collecting data in this study using a questionnaire / questionnaire, and documentation. The questionnaire used to investigate the subject's opinion about a matter or to reveal to respondents using a rating scale. Before the questionnaire is actually used, it is first tested on the respondent to determine the level of validity and reliability of the instrument. Validity testing is done by construct validity (*construct validity*).

The reliability test of the instrument to 20 respondents for the variable principal leadership, work commitment and teacher professionalism is as follows: Alpha value (*Cronbach's*) for principal leadership variable is 0.960, Alpha value (*Cronbach's*) for work commitment variable is 0.979, and Alpha value (*Cronbach's*) for the teacher professionalism variable of 0.984, the instrument in this study is declared reliable.

The data obtained from the field will then be analyzed using statistical analysis consisting of descriptive analysis and inferential analysis. This study uses parametric statistics, so the analysis prerequisite test must be carried out. The prerequisite tests that were carried out included: (1) Normality Test, (2) Multicollinearity Test, (3) Autocorrelation Test and (4) Heteroscedasticity Test.

Hypothesis testing in this study, namely: The first hypothesis and second hypothesis were tested by simple regression (the relationship of one independent variable to one dependent variable). The simple regression line equation can be formulated as follows: $Y = a + b_1X_1$; and $Y = a + b_2X_2$; where Y = teacher professionalism X1 = principal leadership; X2 = teacher commitment The third hypothesis is tested using multiple regression (the relationship between two or more independent variables to one or more dependent variables).

The analysis is continued by calculating the regression equation, to predict how high the value of the dependent variable will be if the value of the independent variable is manipulated. The regression line equation is generally formulated as follows: $Y = a + b_1X_1 + b_2X_2$ with the formula description: Y = teacher professionalism (dependent variable); X1 = principal leadership (independent variable); X2 = teacher commitment (independent variable); a = constant; b1, b2, = coefficient.

Meanwhile, to test the significance of the constants and each independent variable, the hypothesis is built as follows: H_0 = insignificant regression coefficient H_a = significant regression coefficient. Decision making is based on probability, namely by looking at the significance column (Sig.) and the following results are obtained: If Sig. > 0.05 then H_0 is accepted, H_a is rejected. If Sig. <0.05 then H_0 is rejected, H_a is accepted.

RESULTS AND DISCUSSION

Description of Research Results

The answers to the questionnaires that have been collected are then analyzed to determine the description of the principal's leadership, teacher commitment, and teacher professionalism at the SMP Negeri, Kayuagung sub-district, Ogan Komering Ilir (OKI) district. In this case the analysis used is descriptive analysis. Teacher assessment data on each research variable are as follows.

Principal Leadership Variables

The variable data of school head leadership was obtained through a questionnaire on the variable of school leadership with 20 questions and the number of respondents was 70 teachers. Based on the data on the leadership of the school principal, the highest score was 93.00 and the lowest score was 72.00. The results of the analysis show the mean (mean) is 84.68, the median is 83.5, the mode is 86.00, the variant is 16.50, the range is 21.00 and the standard deviation is 4.063.

Work Commitment Variable

Work commitment variable is obtained through a work commitment questionnaire with 20 statement items and 70 teachers as respondents. Based on the processed work commitment data, the highest score is 95.00 and the lowest score is 60.00. The analysis results showed the mean (mean) of 78.34; median 95.00; mode 86.00, the variant is 67.30, the range is 35.00 and the standard deviation is 8,203.

Teacher Professionalism Variable

Teacher professionalism variable is obtained through teacher commitment questionnaire with 20 statement items and the number of respondents is 70 teachers. Based on the processed teacher's commitment data, the highest score was 100.00 and the lowest score was 79.00. The analysis results showed the mean (mean) of 91.38; median 100.5; mode 100.00, the variant is 37.71, the range is 21.00 and the standard deviation is 6.141.

Hypothesis Test 1

The first hypothesis in this study is: "There is a significant influence between the principal's leadership on teacher professionalism". To test this hypothesis, simple regression analysis is used and the results of data processing can be explained as follows:

The R number of 0.286 indicates that there is a correlation / relationship between the variable teacher professionalism and the independent variable, namely the principal's leadership can be categorized as "low". The number R Square or the coefficient of determination is positive 0.082. This means that the principal leadership variable affects the teacher professionalism variable by 8.2%, while the rest ($100-8.2 = 91.8\%$) is influenced by other variables not included in this study. The regression equation obtained is as follows:

$$Y = 54.772 + 0.432 X$$

The regression coefficient of 0.432 shows that each principal leadership increases by 1 point, then teacher professionalism will increase by 0.432 points. Meanwhile, to test the significance of constants and each independent variable, the Hypothesis is built as follows:

Ho = insignificant regression coefficient

Ha = Significant Regression Coefficient

Decision making is based on probability, namely by looking at the significance column (Sig.) And the following results are obtained:

If Sig. > 0.05 then Ho is accepted, Ha is rejected

If Sig. <0.05 then Ho is rejected, Ha is accepted

From the results of data processing, it is known that the value of the significance level is 0.000, because the probability / significance level is smaller than 0.05 (the level of significance used), thus Ho is rejected. This means that this regression model can be used to predict the level of teacher professionalism. In other words: "There is a positive and significant influence between principal leadership on teacher professionalism".

Hypothesis Test 2

The second hypothesis in this study is: "There is a significant influence between work commitment to teacher professionalism". To test this hypothesis, simple regression analysis is used and the results of data processing can be explained as follows:

The R number of 0.629 indicates that there is a correlation / relationship between the variable teacher professionalism and the independent variable, namely work commitment can be categorized as "strong".

The number R Square or the coefficient of determination is positive 0.396. This means that the work commitment variable affects the teacher professionalism variable by 39.6%, while the rest (100-39.6 = 60.4%) is influenced by other variables not included in this study.

The regression equation obtained is as follows:

$$Y = 54.494 + 0.471 X$$

The regression coefficient of 0.471 shows that each work commitment increases by 1 point, then teacher professionalism will increase by 0.471 points. Meanwhile, to test the significance of constants and each independent variable, the Hypothesis is built as follows:

Ho = insignificant regression coefficient

Ha = Significant Regression Coefficient

Decision making is based on probability, namely by looking at the significance column (Sig.) And the following results are obtained:

If Sig. > 0.05 then Ho is accepted, Ha is rejected

If Sig. <0.05 then Ho is rejected, Ha is accepted

From the results of data processing, it is known that the value of the significance level is 0.000, because the probability / significance level is smaller than 0.05 (the level of significance used), thus Ho is rejected. This means that this regression model can be used to predict the level of teacher professionalism. In other words: "There is a positive and significant influence between work commitment to teacher professionalism".

Hypothesis Test 3

The fifth hypothesis in this study is: "There is a significant influence between principal leadership and teacher commitment simultaneously to teacher professionalism". To test this hypothesis, multiple regression analysis is used and the results of data processing can be explained as follows:

The R number of 0.675 indicates that there is a correlation / relationship between the variable teacher professionalism and all independent variables, namely the principal's leadership and teacher commitment simultaneously (together) and can be categorized as "strong".

The R Square number or coefficient of determination is positive 0.456 This means that the principal leadership variable and work commitment affect the teacher professionalism variable by 45.6% while the remaining (100-45.6 = 54.4%) is influenced by other variables that are not included in this study.

The regression equation obtained is as follows:

$$Y = 23,882 + 0,372 X1 + 0,459 X2$$

This equation shows that the value of the coefficient of X1 is 0.372, which means that the principal's leadership (X1) increases by 1 point, so teacher professionalism (Y) will increase by 0.372 points, assuming X2 is fixed. And then the coefficient of X2 is 0.459, which means that if the value of teacher commitment (X2) increases by 1 point, then the added value will increase teacher professionalism (Y) by 0.459 points, assuming (X1) is fixed.

From the results of data processing, it is known that the value of the significance level is 0.000, because the probability / significance level is smaller than 0.05 (the level of significance used), thus Ho is rejected. This means that this regression model can be used to predict the level of teacher professionalism. In other words: "There is a positive and significant influence between principal leadership and teacher commitment simultaneously to teacher professionalism"

Discussion

The influence of the principal's leadership on teacher professionalism at SMP Negeri Kayuagung District, Ogan Komering Ilir Regency (OKI)

The results of this study indicate that the leadership of the principal has a positive and significant effect on the professionalism of the teachers of SMP Negeri in Kayuagung District, Ogan Komering Ilir Regency (OKI).

The principal can be defined as the principal can be defined as a functional teacher who is given the task to lead a school, the word "leading" implies the ability to move, all existing resources in a school so that they can be empowered to use. maximally to achieve the goals that have been set [12].

The leadership of the principal has a huge influence on the progress of his school because it is the spearhead for the progress of the school. For this reason, a principal is required to have a high level of performance. Based on the description above, the authors conclude that the principal's leadership is the principal's ability to influence his subordinates to achieve predetermined goals, this can be seen based on his duties and roles in leading the school, among others, by indicators: educators, managers, administrators, supervisors, leaders. , motivator.

Thus it can be seen that the better the leadership of the principal, the better the professionalism of the teacher. On the other hand, the less good the principal's leadership in school management is, the less professionalism of teachers in SMP Negeri Kayuagung District, Ogan Komering Ilir Regency (OKI).

The effect of work commitment on teacher professionalism at SMP Negeri Kayuagung District, Ogan Komering Ilir Regency (OKI)

The results of this study indicate that teacher commitment has a positive and significant effect on teacher professionalism in SMP Negeri Kayuagung District, Ogan Komering Ilir Regency (OKI). [13] commitment is a promise (agreement / contract) to do something.

The commitment of a teacher at school can be seen from daily carrying out tasks, attitudes and behaviors that like work at school not only as a member of the usual formality but really striving for school progress, prioritizing school interests over personal interests, being unconditionally loyal to school, always happy to be involved in work and participate in every activity, supporting progress. Receive all the best decisions for school progress in order to achieve the goals, vision and mission of the principal.

Based on the description above, the authors conclude that work commitment is a consistent attitude. Consistency is a strong and steadfast character in stance, even though various threats confront. People who are consistent can have predictable behavior, do not easily change their behavior (attitudes and actions), he said, and the promise is trustworthy, and fits the word with the deed.

The better the commitment of the teacher, the better the professionalism of the teacher. On the other hand, the less good the teacher's commitment, the less good the professionalism of the teachers in SMP Negeri Kayuagung District, Ogan Komering Ilir Regency (OKI).

The influence of school principal leadership and work commitment to teacher professionalism at SMP Negeri Kayuagung District, Ogan Komering Ilir Regency (OKI)

Based on the results of the study, it shows that the principal's leadership and teacher commitment simultaneously have a significant effect on teacher professionalism at SMP Negeri Kayuagung District, Ogan Komering Ilir Regency (OKI). This is evidenced by the significance value of 0.000, which means less than 0.05 ($0.000 < 0.05$).

[14] The results of this study are in accordance with the opinion of Martinis Yamin (2006: 7), a professional teacher must have the following requirements: a. Have talent as a teacher; b. Having skills as a teacher; c. Have good and integrated skills; d. Have a healthy mentality; e. Be in good health; f. Have extensive experience and knowledge; g. Teachers are human beings with Pancasila souls; and h. The teacher is a good citizen.

[15] The term professional comes from the Latin word *profesus* which means "to admit" or "to declare capable" or "to be an expert in a field of work where the job requires academic education and continuous training". Or in other words, professional means a person who holds a profession, and as a professional he does his job autonomously, is full of responsibility and fully dedicates himself or dedicates himself to society.

Thus, it can be concluded that the principal's leadership and teacher commitment have a simultaneous influence on the professionalism of teachers at SMP Negeri Kayuagung Subdistrict, Ogan Komering Ilir Regency (OKI). The better the leadership of the school principal and work commitment, the better the professionalism of teachers at SMP Negeri Kayuagung District, Ogan Komering Ilir Regency (OKI).

CONCLUSION

Based on the results of research and data analysis that has been carried out both descriptively and hypothesis testing, it can be concluded that the following are: (1) There is a positive and significant influence of the Principal's Leadership on Teacher Professionalism by 8.2% at State Junior High Schools in Kayuagung District, Regency Ogan Komering Ilir (OKI). That is, the more the Principal Leadership is applied by the principal, the more the teacher professionalism will be; (2) There is a positive and significant effect of teacher professionalism on teacher professionalism of 39.6% at the State Junior High School in Kayuagung District, Ogan Komering Ilir Regency (OKI). This means that the maximum work

commitment applied by the principal and teachers, the more the teacher professionalism will be maximized; (3) There is a significant influence jointly with the leadership of the principal and work commitment to teacher professionalism by 45.6% at SMP Negeri in Kayuagung District, Ogan Komering Ilir Regency (OKI). It means that if this is between the Principal Leadership and the work commitment together, the teacher professionalism will be maximized as well.

Based on the research conclusions, there are several suggestions that can be conveyed, namely as follows: First, for the principal, he should always provide opportunities for teachers to continue to develop in their positions so that their performance can be improved and always strive to continuously improve work commitment in carrying out their duties. Second, teachers must always work professionally with full responsibility, and always provide motivation for students to always excel and must continue to improve their abilities, always having discussions in order to enrich their insights.

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