

The Influence of Principal Leadership and Teacher Professionalism on Teacher Performance

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Abstract

This study aims to determine the effect of principal leadership and teacher professionalism on teacher performance. This type of research is a quantitative research design using ex post facto research design. The sample in this study was the total of all teachers in Public Senior High Schools in Sekayu District which consisted of 112 teachers. The data collection technique used a questionnaire. The data analysis technique used quantitative descriptive analysis techniques and multiple regression. The results of this study indicate that 1) there is a significant influence between principal leadership on teacher performance; 2) there is a significant influence between teacher professionalism on teacher performance 3) there is a significant effect of principal leadership and teacher professionalism together on teacher performance.

Keywords : *Principal Leadership, Teacher professionalism, Teacher Performance.*

INTRODUCTION

Teachers are one of the school resources required to have high performance. Teacher performance in schools has an important role in achieving school goals, namely student achievement.

[1] Teacher performance in the classroom has a significant effect on student learning motivation. Teacher mastery of learning materials and various learning strategies according to the characteristics of learning materials and student characteristics will be able to foster student motivation. [2] teacher teaching performance has a positive and significant effect, and affects school quality.

Formulation of the problem 1) is there an influence of the principal's leadership on the performance of teachers in Public Senior High Schools in Sekayu District ?; 2) is there an effect of teacher professionalism on teacher performance in Public Senior High Schools in Sekayu District ?; 3) Is there a joint influence between principal leadership and teacher professionalism on teacher performance in Public Senior High Schools in Sekayu District?

Research objectives 1) to determine and describe the effect of principal leadership on teacher performance in public high schools throughout Sekayu District; 2) to find out and describe the effect of teacher professionalism on teacher performance in Public Senior High Schools in Sekayu District; 3) to identify and describe the effect of the principal's leadership and teacher professionalism on the performance of teachers in public high schools throughout Sekayu District.

METHOD

This type of research is quantitative research. Quantitative research is a research approach that is often required to reveal numbers, from data collection, interpretation of the data, and the appearance of the results. [3] This research method uses the partial correlation method, partial correlation is used for analysis or hypothesis testing if the researcher intends to determine the effect or relationship of the independent variable with the dependent, where one of the independent variables is controlled (made fixed) [4].

The population in this study were all educators in Public Senior High Schools in Sekayu District, which consisted of 156 teachers, then taken as a sample of 112 teachers of public high school teachers in Sekayu sub-district.

RESULTS AND DISCUSSION

The results of the descriptive statistical analysis show that the leadership of the principal with the very good category is 0 or 0%, the good category is 32 or 47.76%, the good enough category is 14 or 20, 89%, the poor category is 18 or 26.86%, and very poor category at 3 or 4.47%.

The results of the analysis of the statistical descriptions of teacher professionalism with very good categories amounted to 6 or 8.9%, either 20 or 29.8% categories, 22 or 32.8% good enough categories, 26 or 38.8% less categories, and very poor category at 3 or 4.47%.

The results of the analysis of the description of the teacher performance statistics in the very good category amounted to 6 or 8.9%, the good category was 22 or 32.8%, the good enough category was 20 or 37.5%, the poor category was 16 or 29.8%, and the very category was very good. less by 3 or 4.47%.

Hypothesis testing is continued after testing the data analysis requirements, namely normality test, multicollinearity test, heteroscedasticity test, then the hypothesis test is carried out using the r test and the F test to determine the effect simultaneously and partially.

Table 1. Hypothesis Testing The Effect of Principal Leadership on Teacher Performance

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	2.796	1.265		2.211	.029
1 Principal leadership	.336	.056	.362	6.018	.000

a. Dependent Variable: Teacher performance

Source: Data Processing Using SPSS 20.00

Based on the simple regression test above, the t value is 6,018> from the t table price of 1.658 where the t value is greater than the t table, so Ho1 is rejected, so that there is a significant influence between the leadership of the principal on the performance of the teachers of the State Senior High Schools in Indonesia. -Secayu District.

Table 2. Hypothesis Testing The Effect of Teacher Professionalism on Teacher Performance Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	2.796	1.265		2.211	.029
1 Teacher professionalism	.627	.060	.624	10.368	.000

a. Dependent Variable: Teacher performance

Source: Data Processing Using SPSS 20.00

Based on the significance test of the variable teacher professionalism on the performance of State Senior High School teachers in Sekayu District, the t value is $10.368 \geq$ the t table price of 1.658 where the t value is greater than the t table so H_0 is rejected, so there is a significant influence between teacher professionalism on the performance of teachers of State Senior High Schools in Sekayu District.

Table 3. Results of Multiple Regression Analysis ANOVA^a

		Sum of Squares	Df	Mean Square	Mean Square	Sig.
1	Regression	5796.038	2	2898.019	1369.609	.000 ^b
	Residual	308.928	146	2.116		
	Total	6104.966	148			

a. Dependent Variable: Teacher performance
Predictors: (Constant), Teacher Professionalism, Principal Leadership

Source: Data Processing Using SPSS 20.00

From the ANOVA test above, it is obtained that F count is 1369,609 with a significance level of 0.000 <probability value α 0.05 while F table corresponds to a significance level of 0.05 (2.109) of 3.08 so that F count > F table (1187,904 > 3.08) so that H_0 is rejected, meaning that there is a significant influence jointly between the leadership of the principal and teacher professionalism on the performance of high school teachers in Sekayu District.

The results of the descriptive statistical analysis show that the leadership of the principal with the very good category is 0 or 0%, the good category is 32 or 47.76%, the good enough category is 14 or 20, 89%, the poor category is 18 or 26.86%, and very poor category at 3 or 4.47%. Then the results of the statistical descriptions analysis of teacher professionalism in the very good category amounted to 6 or 8.9%, the good category was 20 or 29.8%, the good enough category was 22 or 32.8%, the poor category was 26 or 38.8%, and very poor category at 3 or 4.47%. the results of the analysis of the statistical descriptions of teacher performance in the very good category amounted to 6 or 8.9%, the good category was 22 or 32.8%, the good enough category was 20 or 37.5%, the poor category was 16 or 29.8%, and the very category was very good. less by 3 or 4.47%. From the results of the descriptive statistical test, it can be concluded that all research variables, namely the principal's leadership, teacher professionalism and teacher performance are in good categories.

Based on the simple regression test, the t value of 6,319 > from the t table price of 1.658 is obtained where the t value is greater than the t table, so H_0 is rejected, so that there is a significant influence between the principal's leadership on the performance of State Senior High School teachers in all districts. Sekayu. Based on the results of statistical tests, the R value or the correlation coefficient value is 0.783. This value can be interpreted that the relationship between the two variables is in the strong category. Through this table it is also obtained that the value of R Square or the coefficient of determination obtained is 61.4% which can be interpreted that the principal leadership variable has a contribution effect of 61.4% on teacher performance.

Which states that teacher performance in terms of competency scores carried out by the principal shows an achievement of 80.25% which means good.

Based on the significance test of the variable teacher professionalism on the performance of high school teachers in Sekayu District, the t value is $5.613 \geq$ the t table price of 1.658 where the t value is greater than the t table, so H_0 is rejected, so there is a significant influence between teacher professionalism. on the performance of teachers of State Senior High Schools in Sekayu District. Based on the results of statistical tests, the R value or the correlation coefficient value is 0.981. This value can be interpreted that the

relationship between the two variables is in the strong category. Through this table also obtained the value of R Square or the coefficient of determination obtained is 86.3% which can be interpreted that the variable teacher professionalism has a contribution effect of 85.3% on teacher performance.

From the Anova test, it is obtained that F count is 1187,904 with a significance level of 0.000 <probability value α 0.05, while F table corresponds to a significance level of 0.05 (2.64) of 3.08 so that F count > F table (1187.904 > 3.08) so that H_0 is rejected, meaning that there is a significant influence jointly between the leadership of the principal and the professionalism of teachers on the performance of high school teachers in Sekayu District. Based on the R square value of 0.974, thus the coefficient of termination is 97.4%, so it can be concluded that the influence of the principal's leadership and teacher professionalism on the performance of high school teachers in Sekayu District is 97.4% and the remaining 2.6%, 6% influenced by other factors not examined in this study.

The results of the research above, are also supported by the results of research conducted [5] with results that show that descriptively, the principal's leadership is professional competence, and teacher performance is in good condition, but there are weaknesses in certain aspects.

CONCLUSION

Based on data analysis and hypothesis testing, the following conclusions can be drawn: 1) there is a significant influence between the leadership of the principal on the performance of the teachers of Public High Schools in Sekayu District; 2) there is a significant influence between teacher professionalism on the performance of high school teachers in Sekayu District; 3) there is a significant influence jointly between the leadership of the principal and the professionalism of teachers on the performance of high school teachers throughout the Sekayu District.

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