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The influence of managerial abilities of headmaster and teacher perceptions on teacher motivation

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ABSTRACT

The principal is a teacher who should have the ability to lead all resources in a school so that they can be maximally utilized to achieve common goals. Furthermore, the purpose of this study was to determine the effect of training and leadership style of the principal on the performance at Islamic junior high school 2 of OKU Timur district. This research was conducted in the world of education which focuses on schools, namely teachers of Islamic junior high school of Cempaka district. This research was conducted from June to September 2020. The data collection techniques used in this study included questionnaire methods, observation and documentation. Meanwhile, the respondents in this study were 60 teachers. The data analysis method used quantitative analysis, using the SPSS 21 application. The analysis carried out was the correlation analysis of the t test and the F test. The results of the data analysis from the questionnaire showed that there was an effect of training on the performance of Islamic junior high school 2 in Cempakasub district of OKU Timur district. Leadership on teacher performance at Islamic junior high school 2 in Cempakasub district of OKU Timur district. There is an effect of the Education and Training and Leadership Style jointly on the teacher performance at Islamic junior high school 2 in Cempakasub district of OKU Timur district



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Introduction

The flow of globalization raises the challenge of competitiveness for goods and services. "A quality education system will be able to improve the quality of human resources." Teachers are a central factor in the learning system, especially in schools. [1] All other components, especially the curriculum will "live" when implemented by the teacher. The role of teachers is very important in transforming educational input, so it can be ensured that in schools there will be no change or quality without changes and teacher quality. "This means that good and superior education will still depend on the quality conditions of teachers".

Teacher performance which is expected to boost the quality and relevance of education, in its implementation in the field depends on many factors that influence it and are interrelated, for example the leadership factor of the principal.

Various kinds of government ways to improve the quality of education in Indonesia, ranging from completing facilities and infrastructure, improving the curriculum to the management of education in schools, it is none other than to get a high quality of education. "education and training, which are included in the

discussion of subject teachers, teacher working groups and so on whether implemented in schools or other educational development institutions".

[2] Training for employees is a process of teaching certain knowledge and skills and attitudes so that employees are more skilled and able to carry out their responsibilities better, in accordance with standards. "While development has a wider scope." in the form of efforts to increase knowledge that may be used immediately or frequently for the benefit of the future". "Development is often categorized explicitly in the development of management, organization, and individual employee development". "More major emphasis is on management development. "" In other words, the focus is not on current and future work, but on meeting long-term organizational needs.

"Training is a process by which people achieve certain abilities to help achieve organizational goals." "Therefore, this process is tied to various organizational goals, training can be viewed both narrowly and broadly". "In limited terms, training provides employees with specific and knowable knowledge and skills used in their current jobs. "" Sometimes there are boundaries drawn between training and development, with development that is broader in scope and focuses on individuals to achieve new abilities that are good for their current jobs. This and in the future ". " For this reason, training for teachers in schools is expected to improve the quality of education in these schools ".

The principal is a teacher who should have the ability to lead all existing resources in a school so that they can be maximally utilized to achieve common goals. "" Based on the Regulation of the Minister of National Education No. 13 of 2007 dated 17 April 2007 Concerning Principal Standards / Madrasahs, principals must have competencies, namely ":" personality competence, managerial competence, entrepreneurial competence, supervisory competence, and social competence ". " The five competency standards are integrated into the principal's performance. " The importance and significance of the function and role of the principal is based on the understanding that the success of the school is the success of the principal ". " Therefore, the principal needs to have the competencies required in order to realize the vision and mission that the school carries. "

"Education has a very important role in improving the quality, progress and development of a country in general and the younger generation in particular." "Therefore, educational reforms must always be carried out in the context of teacher quality." "With a teaching device equipped, teachers carry out their functions and duties in a professional manner as well as a professional carrier in accordance with the field of study they are engaged in. The teacher's task is hard but also noble, because the teacher has two functions, namely as a teacher as well as an educator. and can be accounted for in the community environment. "" Here it is necessary to have interaction between teachers and students, both in class and outside the classroom. " in terms of selecting majors or expertise program, career development, learning achievement, personality development and giving satisfaction in following the teaching and learning process ".

School as formal education aims to form human personality, in developing the intellectuals of students in order to educate the nation's life. "" The principal as an education leader has a very important role to help teachers and students ". " In his leadership, the head must be able to understand, overcome and correct deficiencies. -the deficiencies that occur in the school environment ".

To improve the quality of education a principal must be able to improve the performance of teachers or their subordinates. "" Many factors can affect a person's performance, as school leaders must be able to provide influences that can cause teachers to be moved to carry out their duties effectively so that their performance will be better".

As a leader who has influence, he tries to make advice, suggestions and if it is necessary orders are followed by the teachers". "Thus he can make changes in the way of thinking, attitude, behavior he leads". "With the advantages he has namely the excess of knowledge and experience, it helps teachers develop into professional teachers.

In carrying out his leadership function, the principal must carry out the management and coaching of the school through administration, management and leadership activities that depend on his abilities. which is carried out in the school environment. "" In addition, the principal as an educational leader functions to create a harmonious human relationship (human relationship) in order to foster and develop interpersonal cooperation, so that simultaneously move towards achieving goals through the willingness to carry out each task efficiently. and effective".

Therefore, all education implementation will lead to efforts to improve the quality of education which is strongly influenced by teachers in carrying out their duties operationally. For this reason, the principal must carry out school supervision that allows operational activities to run well ".

The problem that exists in the Cempaka District Elementary School is that until now the students' achievements have not been satisfactory, this can be seen from the number of Cempaka Subdistrict Public Elementary Schools graduation that have not been accepted in Junior High Schools or Public Schools. " in the Cempaka District Public Elementary School is still low, according to temporary observations, the authors of the existing problems at the Cempaka District Elementary School such as school leaders often make policies that are not in line with their subordinates so that subordinates feel objections to the leadership's policies besides that the school leadership has not been maximal in motivating teachers in teaching so that teachers teach in moderation and lack of sense of responsibility for student achievement. "" Apart from this, the job descriptions are not clear where there is often overlap with unclear patterns "." Lack of teacher work motivation in teaching at SekolahDasar Negeri Cempaka District can be seen from those who work improperly in agencies, attendance and punctuality of work, and there are still many employees who come late and leave before their time. "" In addition, to improve the ability of teachers at the Cempaka District Public Elementary School in teaching, they should provide with education and training, either through the Subject Teacher Conference (MGMP) or the Teacher Working Group (KKG), it might increase the knowledge of teachers at the Cempaka District Primary School because until now there are still many teachers at the Cempaka District Primary School who have never or rarely attended education and training ".

The government's efforts to improve the quality of national education, especially through the Ministry of National Education, are continuously trying to make various changes and reforms to our education system. "" One of the efforts that have been and are being made is related to the teacher factor. " 14 of 2005 concerning Teachers and Lecturers and Government Regulation No. 19 of 2005 on National Education Standards, is basically a government policy which includes government efforts to organize and improve the quality of teachers in Indonesia ".

"If we take a closer look at the reality of teacher competence at this time, it seems that it still varies." "SudarwanDanim revealed that one of the characteristics of the education crisis in Indonesia is that teachers have not been able to show adequate work performance." This shows that teacher performance not fully supported by an adequate degree of competency mastery, therefore there needs to be a comprehensive effort to improve teacher competence. "" This paper will explain what teacher performance, training and teacher motivation are as well as how the efforts for the leadership of the head. schools to improve teacher competence. "" With the hope that this paper can be used as a reflection material for teachers of the Cempaka District Public Elementary Schools and other parties with an interest in education. "

"Starting from the problems that exist in the Cempaka District Elementary School as stated by the author above, the authors are interested in examining what is stated in the research title with the title "PengaruhDiklat, dan Gaya KepemimpinanKepalaSekolahTerhadap Kinerja Guru SDN KecamatanCempaka".

Literature Review

Teacher Performance

[8] an appropriate assessment of a person's performance must have the following characteristics ": 1) bind directly to work and measure a person's ability to carry out his duties successfully in accordance with the required position, 2) to understand measurement of all important aspects rather than just measuring one or two characteristics, 3) it is clear that measuring performance is more than just a relationship measuring interpersonal employees, 4) measured based on performance standards that have been introduced to employees, and 5) designed to refer to the employee's main problem and provides an explanation of why it arises and what can be done about it ".

In line with that [3] said that performance can be considered as a characteristic or characteristic of an individual in carrying out his duties or work that cannot be directly observed or measured. This can only be observed in other circumstances or situations so that it can underlie the performance. "" Another opinion was also expressed by [4] which states that performance is a condition or behavior of a person that must be achieved with certain requirements, performance is the results of an employee's work in a certain period are compared with various possibilities, for example, target goal standards, or predetermined criteria. "" According to [5] Performance is a tool to inform employees or workers and their superiors how someone has done a task or job "." By knowing his performance, the individual can see his ability and ability to do a job compared to the responsibilities assigned to him or to others. "" Through this performance one can also see the concept of accountability that is points to responsibility responsibilities and obligations that must be performed by each individual [7]

"According to [6] there are at least three things that determine a person's performance, namely ability, motivation, and the environment." What is meant by the environment here is the right methodology, materials and tools available to carry out the work. Based on the above opinions, it is clear that performance is a characteristic or characteristic of a job which is stated in the work records of a person, group or organization. "To achieve good performance, one must have the necessary skills, motivation and work environment.

From several explanations about the definition of performance above, it can be concluded that teacher performance is the ability shown by the teacher in carrying out the task or job.

Education and Training

Education and training can be seen as a form of investment. Therefore, every organization or agency that wants to develop, education and training for its employees must be considered. According to [9], explains that education is a short-term educational process that uses an organized and systematic procedure where non-managerial employees learn technical knowledge and skills for limited purposes. "" The term training for employees in order to improve knowledge and technical skills ". Meanwhile, according to Heidracman and Hasan (2012: 30), states that training is a short-term educational process that uses an organized and systematic procedure which is shown for non-managers who learn technical knowledge and skills for specific purposes ".

"According to [10], he explains that education is a whole process of teaching and learning techniques and methods in order to transfer knowledge from one person to another according to predetermined standards, in other words, education means all teaching and learning activities in order to transfer a knowledge to others ".

Based on the opinion that has been stated above, Kediklatan is a process that will result in a change in behavior. "Concretely, behavior change is in the form of increasing the ability of a person through education and training. This ability includes cognitive, apective and psychomotor with indicators of perception of training, understanding of tasks, personal characteristics, togetherness, ability to work, speed and accuracy, quality of work, results achieved.

Leadership Style

According to [13] a leader is a person who has skills and strengths, especially the skills and advantages of a field, so that he is able to influence others to jointly carry out certain activities for the achievement of one or several goals. So, a leader is a person. which has one or more advantages as a predisposition and is the need of a situation, so that he has the power and authority to direct and guide subordinates.

According to Wahyuni (2010: 56-59), effective leader behavior is one that is able to adapt their behavior style to the needs of followers and the situation. Because these things are not constant, the application of appropriate leader behavior styles is a challenge for effective leaders. "" Adaptive leader behavior can be said as follows: the more capable a manager is to adapt their leadership behavior to meet the demands of certain situations and needs. their followers are likely to be more effective in their efforts to achieve personal and organizational goals.

[14] concludes that an effective leader is a leader who is able to adapt the style of behavior to the needs of the followers of the situation, so the application of an appropriate leader behavior style is a challenge for effective leaders ".

Method

The research was conducted at Cempaka District Elementary School. This study seeks to answer the problems that have been formulated, namely how much influence the training and leadership style of the principal on the improvement of teacher performance at Cempaka District Elementary School". "This research is also carried out to find a causal relationship between the variable research variables through hypothermic testing either alone or collectively.

Population according to [11] is "a generalization area consisting of objects or subjects that have certain quantities and characteristics that are expected by researchers to study and then draw conclusions." "The population that is the object of research is all teachers of Cempaka District Elementary School. which amounts to 22 elementary schools with 266 teachers.

The sampling technique in this research is purposive sampling, namely the sampling technique with certain considerations. The selection of a group of subjects in purposive sampling, is based on certain

characteristics that are considered to have a close relationship with the characteristics of the population that have been known before. in other words, the sample unit contacted was adjusted according to certain criteria applied based on research objectives or research problems. [11] ". The sample is a part or representative of the population studied (As'ad and Robbins, 2016 143). To determine the sample size if the subject is less than 100, it is better to take all of them so that the research is a population study. If the subject is bigger, it can be taken between 20-25% [12].

"Based on this opinion and to save time, cost and energy, in this study the researchers only took the primary school in CampangTiga, only 25% of 22 public elementary schools, namely 6 public elementary schools. Of these 20 people were randomly assigned to test the instrument, and 40 people were used as samples to conduct research. Data collection techniques used include observation, questionnaire, and documentation.

Results and Discussions

Hypothesis testing is done by using correlation techniques, while the correlation techniques used are statistical analysis of correlation and determination, regression coefficient (t test) and association correlation coefficient (F test), which were carried out using SPSS version 21.

Hypothesis Testing Training (X1) on Performance (Y)

Table 1 <X1 Against Y>

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	4.173	5.113		2.816
	Diklat	.867	.063	.851	13.674

a. Dependent Variable: Kinerja

From the table above, the t value is 13,674 with a sig level of 0,000. Because the sig value is less than 0.05, the hypothesis which says there is an effect of education and training on teacher performance at Cempaka District Elementary School is accepted. This means that education and training that affects the performance of teachers at Cempaka District Elementary School.

Hypothesis Testing of Leadership Style (X2) on Performance (Y).

Table 2 <X2Against Y>

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	1.328	4.684		1.284
	Gaya Kepemimpinan	.834	.058	.862	14.322

a. Dependent Variable: Kinerja

"From the table above, the t value is 14,322 with a sig 0,000 level. Because the sig value is less than 0.05, the hypothesis that there is an influence of leadership style on teacher performance at Cempaka District Elementary School is accepted. This means that the leadership style affects the performance of Cempaka District Elementary School teachers.

Hypothesis Testing Training (X1) and Leadership Style (X2) on Performance (Y)

Table 3 <X1 and X2Against Y>

ANOVA ^a					
Model		Sum of Squares	df	Mean Square	F
1	Regression	2441.582	2	1220.791	116.641
	Residual	732.637	70	10.466	
	Total	3174.219	72		

a. Dependent Variable: Kinerja
b. Predictors: (Constant), Gaya Kepemimpinan Kepala Sekolah, Diklat

From the table above, the F value is 116,641 with a sig 0,000. Because the sig value is less than 0.05, the hypothesis which says there is an influence of training and leadership style on teacher performance at Cempaka District Elementary School is accepted.

Conclusions

Based on the results of research and discussion that has been done previously, either through descriptive statistical analysis or inferential statistical analysis, the findings in this study can be concluded as follows: There is an influence of education and training on the performance of Cempaka District Elementary School teachers, there is an influence of leadership style on the performance of Cempaka District Elementary School teachers, there is an effect of Education and Training and Leadership Style jointly on the performance of Cempaka District Elementary School teachers.

"Researchers need to follow up on the results of this study by developing independent variables that can improve teacher performance at Cempaka District Elementary School. This needs to be done because there are still other factors that have an influence on teacher performance apart from the training and leadership styles because only 76.9% of teacher performance is determined by the training and leadership style means 23.1% is determined by factors outside the training and leadership styles such as compensation, job satisfaction and others".

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