



The Influence of the Principal's Leadership and Work Motivation on Teacher Performance at SD Inpres Dimembe District

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Abstract: *The purpose of this study was to obtain the results of the analysis and interpretation of the influence of the principal's leadership on the performance of SD Inpres teachers in Dimembe District, the influence of work motivation on the performance of SD Inpres teachers in Dimembe District, the influence of principal leadership and work motivation together on performance. teacher at the Inpres Elementary School in the Dimembe District. The method in this study is to use quantitative research. There are 7 Inpres schools in Dimembe District, North Minahasa Regency. The Inpres Elementary School in Dimembe District is a level of education managed by the government. From the initial monitoring of researchers in these schools there is still a shortage of teaching staff and minimal learning facilities so that teachers have not received challenges in the learning process, there are still teachers who arrive late and leave not on time. A good school can be seen from the performance of the teachers who are in it, for this reason the teacher's performance needs to be considered properly because good teacher performance will determine the success or failure of the school in achieving its goals.*

Keywords: *Education, Teacher performance, leadership management.*

INTRODUCTION

Education according to H. Horne, is a continuous (eternal) process of higher adjustment for human beings who have developed physically and mentally, who are free and conscious of God, as manifested in the intellectual, emotional and human nature of humans. Leadership defined by Gary Yukl is the process of influencing people to understand and agree with what needs to be done effectively and the process to facilitate individuals and collectively to achieve common goals. A teacher according to Uzer Usman (1992) has the main task of educating, teaching and training.

Therefore a teacher must have competence. The teacher is a very decisive component in the education system as a whole, which must receive first and foremost attention, a teacher will always be in the strategic spotlight when talking about education issues, because teachers are always related to any component in the education system, teachers play a major role in education development, especially those held formally in schools, the teacher also determines the success of students, especially in relation to the teaching and learning process. With the learning process it is hoped that there will be an increase in the aspects of knowledge, attitudes and skills of students.

There are 7 Inpres schools in Dimembe District, North Minahasa Regency. The Inpres Elementary School in Dimembe District is a level of education managed by the government. The 7 schools

consist of, SD Inpres Lakit has 12 teachers including 9 PNS teachers and 3 honorary teachers each with an undergraduate degree, schools accredited B, SD Inpres Tatelu has 13 teachers including 12 civil servants and 1 honorary each with an undergraduate education, school accredited A. SD Inpres Tatelu Rondor has 12 teachers including 9 civil servants and 3 honorary workers each with a bachelor's degree, school accredited B. SD Inpres Wasian has 10 teachers including 9 civil servants and 1 honorary each with bachelor's degree, school is accredited A, SD Inpres Klabat has 11 teachers including 9 PNS and 2 honorary, each with an undergraduate degree, the school is accredited B. SD Inpres Wasian has 13 teachers including 10 civil servants and 3 honorary, each with an undergraduate education, the school is accredited B, and SD Inpres Matungkas has 17 teachers including 15 PNS, 1 PPPK and 2 Honorary, each of whom has a bachelor's degree, s B accredited school

From the initial monitoring of researchers in these schools there is still a shortage of teaching staff and minimal learning facilities so that teachers have not received challenges in the learning process, there are still teachers who arrive late and leave not on time. Teachers who do not provide lesson plans and learning media when teaching. Lack of good or monotonous delivery of learning, so that there is no good response from students and a lack of teachers in creating a pleasant learning atmosphere. Principal leadership has not been able to influence organizing and directing teachers to be motivated in improving teacher performance. Because there are still many teachers who are increasingly developing technology, they often find it difficult to accept new things. A good school can be seen from the performance of the teachers who are in it, for this reason the teacher's performance needs to be considered properly because good teacher performance will determine the success or failure of the school in achieving its goals.

From this description the author is interested in conducting research based on the background of the problems that occurred at SD Inpres in Dimembe District in order to find out how: The influence of the principal's leadership and motivation on teacher performance.

METHODS

The type of research that is used as a reference for the method in this study is quantitative research. This quantitative research method, as stated by Sugiyono (2011: 8), namely: "Research methods based on positive philosophy, which can be used to conduct research on certain populations or samples, in collecting data the authors use research instruments, where data analysis will quantitative or statistical in nature, which aims to test hypotheses that have been previously set.

The location of this research took place in elementary schools in the Dimembe District. North Minahasa Regency. Regarding data, Suharsimi Arikunto believes that data is information or real material that can be used as the basis for a study in the form of analysis or conclusions. The data to be used in this research is quantitative data. Quantitative data is data that can be explained with numbers so that it can be measured or calculated directly, this refers to the meaning of Burhan Bagin.

DISCUSSION

Performance is an activity carried out by each individual in relation to achieving the planned goals. In this regard, there are several definitions of performance. Smith in (Mulyasa, 2005: 136) states that performance is "...output drives from processes, human or otherwise". Performance is the result or output of a process. Mulyasa said further that performance can be interpreted as work performance, work implementation, work achievement, work results or work performance. According to Mutohar (2013: 155), effective-constructive teacher performance stems from a creative, innovative work style full of dedication and also comes from achievement motivation.

Leadership management is very important in many ways. If a leader can't do it well, his performance will be sluggish. In fact, not as desired. Furthermore, the abilities possessed by a person also cannot be maximized.

Motivation is important because it can channel, cause, or support human behavior in order to work hard so as to achieve optimal results. In this case, to motivate his subordinates, the leader must know the motives and motivations desired by his subordinates.

The population is the entire research subject. According to Sugiyono, the population is a generalization area consisting of a group of people, events, or anything that has certain qualities and characteristics determined by the researcher and then conclusions are drawn. The population of this study is all teachers at SD Inpres in Dimembe District. The total population in the 7 schools is 87. The population is all teachers who teach at SD Inpes in Dimembe District

Table 3.1 Research Population of SD Inpres Dimembe District

| No | SD INPRES DISTRICT DIMEMBE | Total Teachers |
|--------------|----------------------------|----------------|
| 1 | SD INPRES LAIKIT | 12 |
| 2 | SD INPRES TATELU | 12 |
| 3 | SD INPRES TATELU RONDOR | 12 |
| 4 | SD INPRES WARUKAPAS | 10 |
| 5 | SD INPRES KLABAT | 11 |
| 6 | SD INPRES WASIAN | 13 |
| 7 | SD INPRES MATUNGKAS | 17 |
| TOTAL | | 87 |

The research sample is part of the population to be studied. According to Sugiyono, the sample is part of the number and characteristics of that population. The sample in this study amounted to 47 teachers. In this study researchers used Simple Random Sampling. Simple Random Sampling is taking sample members from a population that is carried out randomly without regard to the strata in that population. By using the formula proposed by Slovin (Riduan 2009), namely

$$n = \frac{N \cdot d^2}{1 + d^2}$$

Information:

n = Total sample

N = Total Population

d² = Precision (set 10% with confidence level 95%)

$$n = \frac{N \cdot d^2}{1 + d^2} = \frac{87(87) \cdot 0.1^2}{1 + 0.1^2} = 47 \text{ Respondent}$$

| No | SD INPRES DISTRICT DIMEMBE | Total sample/school |
|-------|----------------------------|---------------------|
| 1 | SD INPRES LAIKIT | 6 Respondent |
| 2 | SD INPRES TATELU | 6 Respondent |
| 3 | SD INPRES TATELU RONDOR | 6 Respondent |
| 4 | SD INPRES WARUKAPAS | 6 Respondent |
| 5 | SD INPRES KLABAT | 7 Respondent |
| 6 | SD INPRES WASIAN | 7 Respondent |
| 7 | SD INPRES MATUNGKAS | 9 Respondent |
| Total | | 47 Respondent |

In a study, you will definitely need data. Therefore, there will be a data collection process. Collecting data in this study using a questionnaire method and documentation. The method that the researcher will use is as follows. Research uses a questionnaire to obtain data according to the purpose it wants. According to Suharsimi Arikunto, list is a number of written questions that are used to obtain information from respondents about what they want to know. In this study the researcher will distribute questionnaires to all teachers of SD Inpres Matungkas. This number will contain written questions and answers regarding principal leadership and work motivation on teacher performance.

Based on the results of testing the hypothesis about principal leadership and work motivation on teacher performance at SD Inpres Dimembe District, the following table summarizes the results of hypothesis testing.

| Regresi | Result | Conclusion |
|-------------|---|--|
| $X_1 Y$ | $t_{hitung} = 2,024$ $t_{tabel} = 1,678$ $t_{hitung} > t_{tabel}$ | The hypothesis H_a is accepted, rejecting H_o this means that there is a significant influence between the principal's leadership on teacher performance |
| $X_2 Y$ | $t_{hitung} = 3,508$ $t_{tabel} = 1,678$ $t_{hitung} > t_{tabel}$ | The hypothesis H_a is accepted, rejecting H_o this means that there is a significant influence between work motivation on teacher performance |
| $X_1 X_2 Y$ | $F_{hitung} = 10,504$ $F_{tabel} = 3,20$ $f_{hitung} > f_{tabel}$ | The H_a hypothesis is accepted, H_o is rejected, this means that there is a significant influence between the principal's leadership and work motivation together on teacher performance |

Through the results of a questionnaire that has been distributed by researchers to all teachers, it can be seen that the data is $t_{count} 2.024 > t_{table} 1.675$ and the significance of t is $0.049 < 0.05$, so the null hypothesis (H_o) is rejected and the alternative hypothesis (H_a) is accepted. Thus, there is influence between the principal's leadership variable on teacher performance at SD Inpres Kecamatan Dimembe.

Principal leadership has various meanings according to the background of the giver of understanding. However, leadership can be understood as an activity of influencing other people to do a job as directed to achieve organizational goals. There are also other definitions that suggest that leadership is an ability possessed by certain people to move, influence, motivate, invite, direct, advise, guide, order, order, prohibit and even punish and foster with the intention that other people want to do and work for achieve the desired goal.

Based on the analysis of the data in this study, it can be seen that motivation has a significant influence on teacher performance. The more leaders provide work motivation to teachers, the better the teacher's performance. This shows that with good motivation at work will get maximum teacher performance while with less motivation will result in low teacher performance. The results of this study support Handoko's theory (2011) which states that work motivation is a factor that can affect teacher performance.

Through the results of a questionnaire that has been distributed by researchers to all teachers, the data is $t_{count} 10.504 > t_{table} 3.20$ and the significance of t is $0.001 < 0.05$, so the null hypothesis (H_o) is rejected and the alternative hypothesis (H_a) is accepted. Thus, simultaneously, there is an influence between the principal's leadership variable and work motivation on teacher performance at SD Inpres Kecamatan Dimembe.

The results of the above research are in line with previous research conducted by Roslena Septiana, Ngadiman, Elvia Ivada. The results showed that there was an influence of the principal's leadership and work motivation on the performance of Wonosari State Junior High School teachers with an F_{count} value of (20.574) greater than a F_{table} value of (3.120) with a probability of 0.000. The magnitude of the influence of the principal's leadership and work motivation on the performance of SMP Negeri Wonosari teachers is 34%.

The principal's leadership ability and work motivation provide a sense of comfort at work which will have an impact on teacher performance. This condition represents a guarantee that is both outwardly and inwardly a person. Increased ability accompanied by behavior that supports and appreciates effort and work will provide encouragement and enthusiasm for teachers to carry out tasks as well as

possible. Therefore the principal needs to provide work appreciation or appreciation as motivation for the achievement of the teacher's work, thus this can encourage teachers to be even more active at work.

CONCLUSION

Based on the results of the research and discussion in response to the formulation of the problems and research objectives, the conclusions of this study are as follows: The principal's leadership has an influence on teacher performance at SD Inpres Dimembe District. That is, the leadership of school principals as part of efforts to increase the professionalism and competence of leaders and has contributed to improving teacher performance as the implementation of responsibilities for implementing a quality education process.

Work motivation has an influence on teacher performance at SD Inpres Matungkas, meaning that the higher the work motivation given, the higher the performance achievement of the teacher given. Principal leadership and work motivation jointly have an influence on teacher performance at SD Inpres Dimembe District. That is, when the principal's leadership and work motivation are given well and can be accepted, the teacher's performance will increase.

SUGGESTION

Based on the conclusions that have been put forward, it can be suggested the following things:

1. Improving teacher performance should leaders be more fair and prudent, so that there is no social jealousy and leaders must pay maximum attention to teachers, the purpose is to build trust and morale among employees
2. Improving good performance again teachers are expected to be able to support and carry out good cooperation in carrying out their duties in order to achieve effective and efficient organizational goals
3. Appreciation and recognition from leaders is needed for the work of subordinates, so that it creates work motivation in the teacher and therefore can improve teacher performance.

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