



Contents lists available at Journal Global EConedu

Journal of Educational and Learning Studies

ISSN: 2655-2760 (Print) ISSN: 2655-2779 (Electronic)

Journal homepage: <http://jurnal.globaleconedu.org/index.php/jels>



The influence of academic supervision of school heads on teacher performance

Rusydah Rusydah¹, Happy Fitria¹, Alfroki Martha¹

¹Universitas PGRI Palembang, Indonesia

Article Info

Article history:

Received Jul 9th, 2021

Revised Aug 15th, 2021

Accepted Aug 30th, 2021

Keywords:

Teachers performance

Leadership style

ABSTRACT

This study aims to determine the effect of the principal's leadership style on teacher performance. This research uses quantitative methods with causal study. The population of this study were 206 people, namely teachers of SMP Negeri Kecamatan Talang Kelapa. The sample of this research was 136 people. Data collection techniques using questionnaires and documentation. The data analysis technique used simple linear regression. The results show that the principal's academic supervision affects the performance of the Muhammadiyah vocational school teachers in Palembang City.



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Corresponding Author:

Rusydah, R.,

Universitas PGRI Palembang

Email: zakwanrusydah@gmail.com

Introduction

Divine quality education is good planning system i that is good with immaterial ideal management system which is good and is conveyed by I teachers i who is good with quality education components especially teachers [1] According [2], the quality of the teacher is interrelated closely with the quality is the source of the faith ideal. Professional teachers will have a major influence in improving the quality of human resources. his opinion is in line with the opinion of [1] Guru plays an important role in improving the quality of learning, both the quality of the process and the quality of graduates.

According to [3] teacher performance is the ability of a teacher to carry out learning tasks in madrasah and be responsible. for the students under his guidance by increasing the learning achievement of the students. A supervisor should have personal characteristics as a good teacher, have a high innate intelligence, a broad view of the educational process in society, pleasant personality and good human relations skills i[4]

The teacher as a human element in education and as a person who provides knowledge to students must really understand the basics, educational goals and policies. Armed with this understanding, the teacher has a foundation in doing his job. The process of teaching and learning interaction, the teacher is the person who provides knowledge and skills to students. Therefore, teachers should realize that science is a tool to achieve teaching goals even to achieve long-term goals, namely the goals of national education. [5]

Based on the results of the observation that there are several problems faced. These problems can be seen from [10] iperaspek including in the planning aspect, in the learning planning process the teacher has not fully completed the learning tools or learning devices that are made are still copy and paste and do not match the material, lack of training or training for teachers related to curriculum development, learning strategies do not vary so that the learning process feels boring for students.

According to [6] performance is a work achievement that can be achieved by a person or group of people in an organization according to their respective authority or responsibility in order to achieve organizational goals and not to violate the law and in accordance with morals or ethics.

According to [6] many factors influence organizational and individual performance. [7] argues that: factors that influence a person's performance or performance include the environment, management behavior, job design, performance appraisal, feedback and administration.

Supervision comes from two words, namely "super" and "vision". The word "super" implies a higher rank or position, superior, superior, greater or better. While the word "vision" means the ability to realize something is not really visible [8] The goals and benefits of classroom supervision are classified as academic supervision, according to [8] the benefits of classroom supervision are (1) it can help teachers see clearly the teaching and learning process as a system; (2) can help teachers apply good teaching methods; 3) can help teachers prepare teaching and learning programs; (4) can help teachers improve morale and learning comfort; and (5) can help teachers prepare learning achievement tests.

So, it can be concluded that academic supervision is a series of activities to help teachers develop their ability to manage the learning process for the achievement of learning goals.

Method

This study uses quantitative methods to see the effect of principal academic supervision on teacher performance. The data in this study were obtained through primary and secondary sources. The primary sources in this study were questionnaires and observations, while the secondary sources used were documentation. This study uses a quantitative approach to the type of causal study. [9] states that quantitative researchers in seeing the relationship between variables and the object under study are more causal (causal), so that in his research there are independent and dependent variables.

Results and Discussions

From the results of the calculation of the normality test in the table above, it is known that the principal's academic supervision variable on teacher performance can be concluded: The principal's academic supervision data (X1) has a significance value of $0.062 > 0.05$, so the data is declared to be normally distributed and the teacher performance data (Y) has a significance value of $0.197 > 0.05$, so the data is declared to be normally distributed. From the results of the data homogeneity test analysis using SPSS version 22 it can be stated that the significance value is greater than the probability value for the principal's academic supervision variable $0.634 > 0.05$

Based on the results of the t test calculation above, it is found that the significance value is 0.000. Because the significant value (probability) is smaller than 0.05, H_0 is rejected. This means that H_a is accepted, thus the supervision of the principal has the effect of X1 on Y is equal to $0.001 < 0.05$ and the value of tcount $2.055 > t$ table 1.656, so it can be concluded that H_{a1} is accepted, which means that there is an influence between X1 and Y.

Conclusions

Based on the results of the research and the results of the data analysis that has been carried out, it can be concluded that there is a significant influence on the academic supervision of the principal on the performance of the teachers of SMP Negeri Talang Kelapa district.

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