

# Pal's Leadership Style And Teacher's Performance of Islamic Junior High State School (MTsN) Hampanan Perak Deli Serdang Distric

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**Abstract** - This research is a correlation study to find the correlation between the leadership principals' style and teachers' performance in MTsN Hampanan Perak. The population consist of 48 teachers and the sample was taken is 30 teachers used random sampling technique. The instrument of this research is questionnaire and the reference to likert scale. The finding can conclude that the leadership principals' style got 4.0 point and the teacher performance got 3.8 point. It means that the category were in good category between them. The data analysis used SPSS software. From this research there is a significance between the leadership principals' style with the teachers performance in MTsN Hampanan Perak was 0.527

**Keywords**- leadership, performance

## I. INTRODUCTION

Education is the way to foster the progress of a nation. Furthermore, Ravit said that the education as the insurance of t he bright future of a nation. [1]. Education is the urgent think of a country, because the education as a bridge to the advanced of a civilization. Education is the basis of creating the superior of human resources. A school is the source of the education. School as a institution has vision, mission, purpose

and the function of it self. Taking the mission, realize the vision, achieve the purpose and to execute the function of that school, it needs a professional teachers, good manage of the organization and the supporting resources that in financial and non-financial.

Teacher is one of human resources that in a school. Teacher performance at school has a important role to achieve the purpose of a school. Moreover a teacher gave a high influence to students' achievement [2]. Some various efforts had done to accomplish good performances in teaching learning process. Government had been socialized and big attention to the education. 20% budget for education that arranged in regulation has begun implemented. Teacher performance will be the attention of all parties. The teachers must be competence in their field and able to serve optimally. The teachers performance influence by internal and external factors.

The success of school achievement is determined by some factors, such as; the leadership of the principals. Principal as a leader should be able to maintain the teachers for the purpose of a school. Furthermore Bass and Riggio said "a leader should give attention to the confidence of the workers for involving the workers commitment and seriously in the

ongoing process” [3]. A principle is not only as a manager but also as a supervisor of teacher performance [4].

The capability of a principal that must be shown as a leader can be analyzed from the character, knowledge of education, mastery of vision and mission at their school, the capability in making a decision and communication skill. The personality and characters of a principal reflection from (1) honesty, (2) confidence, (3) responsibility, (4) dare to take a risk in making a decision, (5) high-minded, (6) emotionally stable, (7) role model.

From all task of the principals can conclude that a principal be prosecuted to has a capability in manage of a school, otherwise a principal will not able to manage a school and the environment of a school become not conducive. The influence of the principals to teachers’ performance is to create a good atmosphere at school that can push the teachers’ creativities or vice versa. Hall, Rutherford, et al (1984) identified that; (1) become a good respondent to teachers’ need. His/her role is as a main teacher. (2) a manager who build organizational structures that support the change. (3) the initiator who can make a revolution innovative process. A principle has inspiring personality, arrange the standard and prepare the educational program according to the school’s need [5]. From Gusman research, found that there are correlation between the principals’ style and the teachers’ performance in Agam [6].

From the explanation above so, the researcher would be made a research to find out the correlation between the principals’ style and teachers’ performance in MTsN Hamparan Perak Deli Serdang.

## II. METHOD

This research is a correlation study. It’s aimed to find out the correlation between the leadership principals’ style and teachers’ performance. The research was done in March 2017 in MTsN Hamparan Perak. The population of the research was 42 people and the sample was taen is 30 people with random sampling technique. The data was collected in this research was primary data which was the data directly obtain from the respondet by using likert scale. The data was analyzed by using SPSS version 20.

## III. LITERATURES

### The Leadership

Stephen P. Robbins in a management book, seventh edition translated by T. Hermaya gives the meaning of leadership: “leadership is a process that influence some groups of people toward to achieve the purpose” [7]. Furthermore Alan Tucker in Syarafuddin stated that “ the leadership as a capability which can influence or encourage someone or some people to work voluntarily to achieve a particular aims or target [8]. Hoy and Miskel said that “leadership is a process of social influence in which one person is able to enlist the aid and support of others in the accomplishment of common task” [9].

According to Andrew J. Dubrin in the book of The Complete Ideal’s Guides to Leadership 2<sup>nd</sup> Editon in Wibowo, the meaning of the leadership can be explained with many ways. The definition showed in the list below;

1. Leadership is an effort to influence many people through communication in achieving the goals.
2. Leadership is a way to influence some people with instruction or commands.
3. Leadership is an act which caused other people to act or response and cause positive change.
4. Leadership is an important dynamic force that motivate and coordinates the organization in order to achieve the goals.
5. Leadership is the ability to create the confidence and support among the workers to achieve the organizational goals [10].

The leadership particularly in educational institution has the measure or standard that something must be done by the principal as the highest leader. According to Mulyasa said that a principal should do his function as;

- a. A Principal as an educator
- b. A Principal as a manager
- c. A Principal as a administrator
- d. A Principal as a supervisor
- e. A Principal as a leader
- f. A Principal as an innovator
- g. A Principal as a motivator [11].

A principal who is able to run the all function with doing well, it can say that the principal already has good leadership. So, it is clear a principal as a leader at school is going to be success should have at least seven functions of the principal as well as having other criteria such as educational background and the experiences. The finding of Naser Salim and Abdul Rahma that the principal has a role as the decision maker of the goals through school plans for administrator, teacher and students [5], beside that the finding of Ramirez stated that there are direct and indirect influence between the principals’ leadership with the students’ achievement [12]. A principle in addition suppose to be a leader, maintain the school and also required be make a conducive situation in work environment so that he/she can motivate the teachers in working and may prevent the disintegrations or gap in the organization.

### Teacher Performance

The result of 5 researchers S. Paul Wright, Sandra Horn and William Sanders stated that the important factors which involved the student learning was the teacher [13]. Rachman Natawijaya specifically defined that the teachers’ performance as a set of the real behaviors in time gave the lesson to the students [14]. Barnawi and Mohammad Arifin said that the performance of the teachers as the level of success of teachers in performing their education task in accordance with their responsibility and the authority based on particularly period in order to achieve educational goals [15].

## V. CONCLUSION

From the result of the research that was done, the conclusions are :

1. Principals' leadership in MTsN Hampan Perak covered the principals as an educator, manager, administrator, supervisor, leader, innovator and motivator suitable with result of data processing and it would be the good category.
2. The teachers' performance in MTsN Hampan Perak covered the teacher as an educators, teacher, counselor, leader, trainer, scorer and evaluator, the result be in the good category.
3. There is a significant correlation between the principals' leadership style with the teachers' performance in MTsN Hampan Perak Deli Serdang.

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Teacher performance when referring to Mangkunegara's understanding that the task that faced by a teacher covered; designing learning program, selecting appropriate methods and some media for teaching learning process and doing the evaluation and pursuing enrichment and remedial [16].

According to government regulation no. 14, 2015 about teachers and lectures in chapter 1 article 1 mentioned that; teacher is a professional educator with the primary task; educating, teaching, counseling, leading, training, scoring and evaluating the learners from early childhood education, formal education and secondary education [17].

Moreover, the act stated that; Professional is a work or activity who taken by a person and become a source of income that fulfills certain standards of quality or norms and requires professional education. Teacher is the spearheaded of education. The success of the teachers in their performance is a reflection of the teachers' performance, and it can be seen as the actualization of the teachers' competence in realizing their professional duties.

Due to the teachers' performance, some teachers doing well the task and some the others not. The teachers who have good performance are called professional teacher [18].

Teacher's professional duties according to government law No 14. 2005 covered:

- a. Performs good quality and scoring and evaluating the learning achievement.
- b. Improve the academic qualification and continuing competence with the development of science.
- c. Upholding the laws and ethics codes of teacher, spirit of religious and able to bring up and maintain the unity and unity of the nation [17].

## IV. RESULT

Based on the research was done, it can conclude that the average of principals' leadership got 71.50, standard deviation is 2.623 and the variable is 4.0. While the average of teachers' performance got 75.57, standard deviation is 4.006 and the variable is 3.8. It means that the variable in good category.

Table 1. The Summary of Data Descriptions

	Principal Leadership	Teacher Performance
Mean	71.50	76.57
St. Deviasi	2.623	4.006
Variabel	4.0	3.8
Maximum	76	87
Minimum	65	70

The data were analyzed by SPSS software. From the result known that there is a significance correlation between the principals' leadership style and teachers' performance of MTsN in Hampan Perak Deli Serdang, with the score 0.527 with the confidence level 95%. According to Sugiyono, if the interval between 0.40 - 0.599 means that the result in the medium category [19].