

RELATIONSHIPS BETWEEN PRINCIPAL MANAGEMENT CAPABILITIES WITH TEACHER PERFORMANCE GUIDANCE AND COUNSELING SMA MEDAN CITY ACADEMIC YEAR 2015/2016

Pastiria Sembiring^{1*}

¹Faculty of Knowledge Education, State University of Medan, Medan, Indonesia

*Corresponding author: sembiringpastiria@gmail.com

Abstract-This study aims to separately determine the relationship between the principal management capabilities with the performance of teachers in the high school guidance and counseling state Medan. The formulation of the problem in this study is there a relationship kemampuan advanced study chief management with guidance and counseling teacher performance SMA Medan academic year 2015/2016. This type of research is correlational research study that is one satubagian ex facto because penelitian tidak manipulation state of a variable which is reflected in the correlation coefficient. Researchers did not perform the treatment of the variables, but to study the facts that have occurred based on the perceptions of teachers 'guidance and counseling to the fact that excavated using a questionnaire containing questions that reflect the amount of guidance and counseling teachers' perceptions of the ability of management principals. The results using descriptive and correlation. The relationship between the variables with multiple variables declared with the coefficient of correlation and significance (significant) statistically. This study has two variables, namely the management capabilities of the principal as a variable X and teacher performance guidance and counseling as a variable Y. results peneunjukkan that execution management capabilities in high school principals propagated 3.45. The results of the study provide jawaban that guidance and counseling teachers in SMA cities field has high performance/ well as indicated by the average answer a questionnaire distributed 3.20. The results of the calculation of the correlation coefficient between the variable management capabilities principals (X) with variable guidance and counseling teacher performance (Y) of 0.8597 indicates hubungan positif very strong. From the results of hypothesis testing calculation shows thitung uji- t t Table or 14.346 2,086 who answered the research hypothesis is that: "there is a positive and significant correlation between the ability manajemen principals with teacher performance guidance and counseling in public SMA Medan.

Keywords: principal management, performance guidance and counseling, teacher

1. INTRODUCTION

Guidance and counseling has an important role in pembinaan school activities through a variety of services to klein for the development of personal, social, career and their potential optimally. Implementation of guidance and counseling services in schools mentioned that the guidance and counseling teacher / counselor is one kind of power.

Unfortunately variety of interference and obstacles arise surface in the implementation of guidance and counseling in schools starting from the number tenaga guidance teachers is still limited so that all who are not scholars of guidance and counseling were forced raised or: feel "allowed to melaksanakan duty as a power of supervision so that arose the impression that teachers guidance and counseling unprofessional. In addition, many teachers guidance and counseling is still passive in carrying out its role due to various things such as lack of motivation and counseling teacher work bimbngan kurangnya support and attention of school leaders / principals on the implementation of guidance and counseling and so forth. Due to various disturbances and obstacles, the fact that terjadi in school during this time shows that the teacher guidance and counseling is still a lot or are often perceived negatively, such as guidance teachers and konseling dikenal scary, teacher guidance and counseling only handle a troubled kid, and lacked a major contribution in guiding children.

Lots of roles and responsibilities that should be assumed by a teacher guidance and counseling terhadap students within the scope of the guidance and counseling. Guidance teachers guide students not only problematic but also serve consultation in relation to pengembangan students. In carrying out the role and responsibilities of this much needed guidance and counseling teacher performance are maximized. A person's performance is the results of a combination of capabilities, businesses and

opportunities that can be judged from their work [1]. According to these opinions can be concluded that a person's performance should be based on the abilities they possess, the work done so earnestly and opportunities that support maximum work. It is incompatible with the guidance and counseling teacher performance that occur in the field. This situation is very *memperhatikan* remember many attempts have been made observers guidance and counseling to improve the image of the teacher guidance and counseling in schools. In addition, students will be less interpret the existence of guidance and counseling in schools because they do not get optimal service. If this continues, the existence of guidance and counseling in schools will be getting dimmer and a lack of support educators in schools.

Leaders in the organization of the school that the principal has an important role in the educational activity in schools, including improving the quality of performance of teachers in *sekolsh*. According to experts and [2] head madrasah advanced study in educational units as school managers responsible for the quality of human resources that exist in schools to enable them to carry out the tasks of education. Therefore, as managers, principals have the task to develop the performance of the personnel (especially teachers) towards professionalism expected. Based on the above opinion can be concluded teacher performance is closely linked and influenced by one of the above factors, namely the ability of management principals. This is supported by the results of research conducted by Lastony Budi Hartono 2007, entitled "The Relationship Between Capability Managerial principal Supervision and Guidance and counseling With the performance of a tutor SMP se Jepara district" indicates that there is a positive relationship and should significantly between *kemampuan* managerial to school with a supervising teacher performance as evidenced by the magnitude of the correlation coefficient reached 0.682.

One of the basic components are very important in coloring organizational management and leadership of the school is conducted by the principal. In the case in the principal should have to have readiness in managing the school. This is supported by Permendiknas RI No, 13, 2007 which states that the principal should have five competency standards are: personality, managerial, entrepreneurial, supervision and social as advanced or not a school is largely determined by the ability of the principal to improve or utilize the resources of the school optimally from planning, organizing, directing / implementation, monitoring and evaluation of program activities with appropriate proper school.

This shows that the principal has the main task as a manager for the implementation of which is directly related to the performance of teachers who are under his leadership. Principals who have good management is expected to create a professional climate and can improve performance on the staff of teachers are in the *terkhususnya* pimpinanya guidance and counseling teachers.

2. STUDY THEORY

2.1 Teacher performance guidance and counselling

Armstrong and Baron [4] explains that: performance often means work or job performance. Performance has a broader meaning not stated as a results of the work but how the process works in progress. Performance is how to do the job that the results achieved from such work. Performance is about what to do and how to do it, while [5] says that the performance (performance) refers to the level of achievement of the tasks that make up a work of an employee.

Performance is a teacher of teachers in implementing the learning task and is responsible for helping to improve performance. Therefore, performance can be defined as a condition that indicates the ability of a teacher to perform his duties *dimadrasah / school* and depicts an act which displayed the teachers in implementing the tasks 7. Teacher guidance and counseling is one of the professions included into education personnel as specified in the legislation of the republic of Indonesia No. 20 of 2003 on the national education system and the law, teachers and lecturers.

Guidance and counseling teachers are teachers who have duties and responsibilities relating to the implementation of counseling services and counselors to students in the educational unit. *Dakonseling* in high school guidance services are most excellent setting for counselors as at the level that the counselor can be actively involved in facilitating counselees actualize its potential optimally. Teacher guidance and counseling role for students to cultivate their potential.

Based on the above opinion can be *disimpulkan* that the definition of teacher performance guidance and counseling are referred to in this research is a condition that demonstrates the ability and the action that displayed the teacher guidance and counseling in carrying out the task at hand with

regard to the implementation of guidance and counseling in schools that can also be seen from the levels of completion tasks carried teacher guidance and counseling.

2.2 Teacher performance assessment guidance and counselling

[6] states the performance assessment is a process of establishing a common understanding tentang what was accomplished, and an approach to managing and developing people in ways that increase AKN achieved within a short time or a long time. According to [8] regarding the performance assessment is determining the level of individual contribution for the performance expressed in the completion of the tasks which it is responsible. [5] formulated that the performance assessment and evaluation as well as the activities defined measure/ assess implementation of or failure seorn pekerjaan untuk assign workers in carrying out the duties and responsibilities in their respective fields. Pursuant to the above opinion can be concluded teacher performance appraisal guidance and counseling is a process and activities of determining the level of contribution and the work of teachers guidance and counseling in the quantity and quality mupun expresses the completion of tasks which they are responsible. In this study counseling teacher performance appraisal assessed based on self-assessment carried out by the teacher guidance and counseling to fill out a questionnaire relating to the performance of teachers' guidance and counseling visits dari execution of the tasks which it is responsible.

2.3 Principal management capabilities

Definition of management according to Hidayaat, fig and [9] declare administer, regulate, driving, controlling, handle, manage, organize, execute, execute and lead. Management as the process of implementation of organizational functions including planning, decision-making, organizing, directing and monitoring. Meanwhile, in the opinion of Koontz & Donnel [3] states that management is the effort to achieve the goals you want by building a pleasant working environment with people who are employed and organized groups.

Management can also dipandaang as utilizing resources available or potentially in achieving goals. The definition focuses on businesses utilize available resources. These sources are maan (person). Money (money), methodar (method), time (time) and other infrastructure. Management also said as a process of working with individuals and groups as well as through other resources to achieve organizational goals. Thus the management of the work process from the planning, organizing, leading and controlling an organization of individuals, groups and other resources to achieve to be achieved.

Pursuant to the above opinion can be concluded that the notion of management in the research efforts of a manager/ leader in managing and empowering the resources available to achieve the objectives of the organization to carry out the functions of planning, organizing, and monitoring.

3. METHODS

This research is a correlational study that merupakan one part of the ex post facto research. This study has two variables, namely the management capabilities of the principal as a variable (X) guidance and counseling teacher performance as a variable (Y). Samples are certified BK teacher education majors SI guidance and counseling based on random sampling randomly numbered 21 teachers SMAN guidance and counseling throughout the city of Medan. Data collection techniques in this study using a questionnaire. This questionnaire was given to guidance and counseling teachers numbered 21 people at SMAN se-town Madan.

4. RESULTS AND DISCUSSION

4.1 Guidance and counseling teacher performance (Y)

Based on the data it can be concluded that teacher performance indicators BK BK ministry pertained to popularize high category average of 3.07. And planning guidance program is high / good 3.10. Supporting activities Bk high category 3.33. From the above data it can be concluded SMAN BK teacher performance as the city of Medan is high / good with an average of 3.20.

4.2 Principal management capabilities (X)

Management capabilities principal in planning indicators as very high/ well with an average of 3.45. Oversight capability is exceptionally high average of 3.43. Based on the correlation analysis showed coefficient test to determine whether there is a relationship between variables Traffic management principals (X) i SMA dengan variable bimbingan and counseling teacher performance (Y). Then the calculations, the count $r = 0.8597$ which gives the sense that among the principal management capabilities with the guidance and counseling teacher performance SMAN Se-City field there is a positive relationship is very strong.

Based on the analysis illustrates that the description of the guidance and counseling teacher at SMAN throughout the city of Medan possession of high performance indicated an average of 3.20. it can be concluded that the performance of teachers BK carry out tasks related to the implementation of guidance and counseling in schools.

Based on data from a descriptive results show that the implementation of advanced study head SMAN management capabilities throughout the city field were high of 3.45. Based on the results of the calculation of the correlation coefficient between the variables (y) and (X) of 0.8597 indicates a strong positive relationship sangat. So hypothesis: there hubungan a positive and significant correlation between the ability of principals to performance management guidance and counseling teacher at SMA Negeri Medan.

5. CONCLUSIONS

Pursuant to the results of research and calculation of the correlation coefficient between the variable management capabilities principals (x) with variable guidance and counseling teacher performance (Y) of 0.8597 appoint a very strong positive relationship. Means there is a significant positive relationship between the ability of management principals with teacher performance guidance and counseling at SMAN throughout the city of Medan.

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