Istaryatiningtias - LEADERSHIP MODEL OF PRINCIPAL ON TEACHERS AT DISABILITY ELEMENTARY SCHOOL IN THE DEPARTMENT OF EDUCATION REGION 1 JAKARTA, INDONESIA

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Istaryatiningtias[1]
Post Graduate school of the Muhammadiyah University Prof. DR. HAMKA
iis_ningtias@uhamka.ac.id

Ihsana El Khuluqo[2]
Post Graduate school of the Muhammadiyah University Prof. DR. HAMKA
ihsana_khuluqo@uhamka.ac.id[2]

ABSTRACT

This study aims to create a Model of Head of the Disability Elementary School leadership on the Teachers in Department of Education Region 1 Jakarta, Indonesia. Supports from the working environment can be seen from the clarity of the task, technological support, coordination and communication. Therefore it is necessary to do further study and research about the participation of the membership or staffs on the Performance of teachers in the Department of Education Region 1 Jakarta. In addition to the issue of Leadership, we also focused on the performance issue. the Effectiveness of leadership needed and the following situation. To assess the effectiveness of leadership can be seen from their actions in delegating tasks, communicating with the followers, motivate followers to do their job. We are using survey method with the causal technique. Survey method is used because only examine some members of the population. While the technique of causal used to analyze the influence of one variable against other variables. The study population of teachers in Department of Education Region 1 Jakarta as many as 80 people. While the sample in this research were taken by using Simple Random Sampling technique has a total of 30 people. The results showed that the Model of Leadership of Head of the Disability Elementary School has shown a positive effect on the performance of teachers. Research confirmed that the increase of teacher performance is influenced by the Model of the Leadership of the Head of the Disability Elementary School that influence is quite significant.

Keywords: Leadership Model, School Principal, Teacher, Disability Elementary School

Introduction

Background

Department of Education Region I, Central Jakarta is a business unit of the Department of Education at the Jakarta City Administration Center, which is headed by a Chief of Department that is technical and administration responsible to the Head of the Department of Education as well as operationally subordinate and responsible to the Mayor of Central Jakarta. Department of Education Region I, Central Jakarta has the task of carrying out development and control of implementation of preschool education, basic education, and education school of vocational also non-formal education. To carry out the task of Department of Education Region I, Central Jakarta has the function of directing, guiding, supervising, coordinate, monitor, evaluate and control the organization of Kindergartens, PAUDNI, Primary School and Secondary School, Upper Secondary School, Vocational Secondary School and School level of the Jakarta City Administration Center.

The problem of the quality of education is almost evenly distributed in all corners of the country, as well as the Capital of the Country, it does not mean Jakarta has no problem with the quality of education. Currently, the Province of Special Capital Region (DKI) of Jakarta still have a number of education problems. There are some education issues that need attention, namely : (1) graduation rates in Secondary Schools (JUNIOR high) is still lower than the average national rate; (2) the rates of failing on JUNIOR high school is higher than the average national rate and (3) according to data from the Department of Education of DKI Jakarta Province, the drop out rate at primary School (SD) is still high. The high rates of failing and dropout is an issue that should get special attention from the Department of Education of DKI Jakarta Province, including the Department of Education Region I, Central Jakarta. It can be used as one indicator of the performance of the employee, including the Head of the primary School which still needs to be improved in order to provide services and guidance to schools that provide education in the environment.

The Formulation of The Problem

Starting from the research background, identification and limitation of the problem then the problem can be formulated in the study, namely :The problem of the performance of the Head of the School Jakarta City Administration Center may not only be associated with the staffing issues alone, but concerns the whole system. This problem is very complicated because it involves human resources for individuals, groups, and organizations is also influenced by the management and work environment are adequate. Staffing issues also showed that kekohesifan employees in the Department of Education Region I Jakarta City need further attention in order to improve its performance.

The Purpose of The Research

Research Methods

The approach used is a associative quantitative approach, and its method is survey method with correlation technique. Quantitative methods can be interpreted as a research method that is based on the philosophy of positivism, is used to examine the population or a particular sample, data collection using research instruments, quantitative data analysis/statistics, with the aim to test the hypothesis that has been set. Associative research, i.e. research conducted with the aim to see the relationship between variables or the influence of one variable on other variables. This research is often referred to as correlational research.

Techniques Of Data Retrieval

There are two main things that affect the quality of the data the results of the research, namely, the quality of the research instrument, and the quality of data collection. The quality of the research instrument with regard to validity and reliability of instruments and quality of data collection regarding the accuracy of the methods used to collect data. Therefore the instrument has been tested for validity and reliability, not necessarily can produce valid and reliable data, if the instrument is not used appropriately in the collection of the data.

In this study there is one dependent variable i.e. leadership Model and one independent variable, namely the Performance of the head of the Disability Elementary School. Thus, the research instrument used to collect quantitative data there are two, namely instruments to measure the Leadership of the Head of the Disability Elementary School on the performance of teachers. Data collection techniques used in this study as follows:

1. Documentation of the monumental from someone. Documents that shaped the writings of, for example: the daily record, the history of life, story, biography, regulations, policies.
2. The Questionnaire (Questionnaire) according to Dr. Juliansyah Noor, questionnaire/ questionnaire is a technique of data collection to provide or mention a list of questions to the respondents with the hope of giving a response on the basis of the question.

No	Alternative Answer	Score Value Positive	Score Value Negative
1	Always	4	1
2	Often	3	2
3	Sometimes	2	3
4	Never	1	4

Source: Prof. Dr. Sugiyono. 2016. Research Methods A Combination Of (Mixed Methods). Bandung : Alfabeta, page 137.

a. The grating Instrument

According to Purwanto, the Instrument is a measuring instrument used to perform measurements in order to collecting research data. As a measuring instrument then the instrument must qualify as a good measuring tool. A good measuring tool must meet two criteria, namely validity and reliability. Therefore before used to collect data the instrument must first be tested for validity and reliability.

b. Testing the Validity of Instruments and Reliability Calculations

1) Test the Validity of The Instrument

Validity is an index that shows the instruments measure what is measured. Validity concerns the accuracy of the instrument. To find out whether the questionnaire is arranged such that valid, it needs to be tested with the test of the correlation between the score (value) of each item questions with a total score of the questionnaire.

The questionnaire distributed consisted of two variables, namely the variables of the Model of principal Leadership Basic Negeeri and the Performance of Teachers, each consisting of 30 statement items and 30 of the statement to be filled in by the respondents. Research instruments must be valid, therefore, before more research is conducted, every item instrument performance teacher at Department of Education Region 1 Jakarta City have analyzed the relationship between the scores of each item with the total score using the formula of Pearson Product Moment correlation.

From these calculations produce a grain that is valid and invalid (drop), by comparing the r_{table}. If r_{count} greater than r_{table} (rh>rt) then the grain of the instruments is valid, but on the contrary when r_{count} smaller than r_{table} (rh< rt) then the grain of the instrument is not invalid (drop), and not used in the study. In addition, it can be calculated with t-Test to generate t_{count}. As a comparison in order to determine the instruments are valid and invalid, needs to find a t_{tabel} for $\alpha = 0.05$ and degree of freedom (df) = n – 2. If $t_{count} > t_{table}$ means the instrument is valid, and vice versa if $t_{count} < t_{table}$, then the instrument is not invalid (drop).

(1) The Calculation Manually

The validity of the instrument used in this study is the formula of Pearson Product Moment

Furthermore, the results of the calculation compared with the value for $\alpha = 0.05$ with degrees of freedom (df = n-2) with the rules of decision as follows:

If > means valid

If < means it is not valid

If the instrument is valid, then the judging criteria for the interpretation of the correlation (r) as follows :

Table 3.5: The Interval Of The Interpretation Of The Correlation

Interval	Interpretation
0.800 – 1.000	Very High

6 Reliability Test of The Instrument

Reliability refers to the notion that an instrument sufficiently reliable to be used as a means of collecting data because the instrument is already good. To calculate the reliability of the instrument using the formula Alpha Cronbach[22], namely :

$$\left(\!\!\!-\!\!\!-\!\!\!-\!\!\!\right)\!\left(\qquad\right)$$

Research Data Analysis Techniques

The technique of data analysis is to describe the technique of analysis of what it will be used by researchers to analyze the data that has been collected, including the test. The Data collected is determined by the research problem and reflect the objective characteristics of the studies whether for exploration, description or test the hypothesis.

Then, the technique of data analysis is aimed to test how much influence, the Leadership Model of principal on Teacher Performance, by using associative quantitative analysis.

The steps of the data analysis techniques are as follows:
1. Descriptive Statistics

Descriptive statistics are statistics used to analyze the data with ways to describe or depict the data that has been collected as is without intending to make a conclusion that applies to general or generalised.

In the descriptive statistics presented how to compose the data as follows:

8 Draw up frequency distribution tables

b. Calculate the average (mean)

c. Calculate the median

d. Calculate the mode

e. Calculate the variance

f. Calculate the standard deviation (standard deviation)

2. Testing requirements data analysis

Testing requirements analysis is carried out if the researchers used the analysis of parametric, then it should be:

a. Normality test

b. Homogeneity test

c. Linearity test regression

3. Hypothesis Testing

The regression equation simple Regression or forecasting is a process of estimating systematically about what is most likely to occur in the future based on past information and now owned that the mistake can be minimized.

Literature review

1. Understanding the Definition of Leadership

Leadership is the use of influence leadership in directing members to achieve the goals of the organization expressed in the form of scores obtained from the study of employees towards the leadership with the indicator : adjustments of work with goals, staff empowerment, leadership, support to team work, and conflict resolution.

Leadership as the actions of the leader can be seen from the perspective of leaders themselves and followers about effective leadership, Eales and White (2002:164-171) stated that a leader is effective from the point of view of the leader, include : maximize flexibility and choice, eliminating the gap of perception, motivating creativity, improve staff performance, build a team, react to changes, and understand the changing preferences of the self.

Leadership Model Fiedler assumed that the contribution of the leader of the effectiveness of group work depends on the model of his leadership to :

1. Know the models of leadership education

2. Know the standard of Disability Elementary School principals as educational leaders.

3. Model the leadership of the Head of the primary School to empower all of the assets of the administration in achieving the goals with the effective and efficient

B. The Performance (Performance)

The performance is essentially a result of the work of a person in carrying out the work. According to Ivancevich, Konopaske, and Matteson (2008 :170), the performance is the result that is expected from the behavior of someone in

melaksanakn a job. Humble opinion this shows that the performance is essentially a result of the performance of the person in carrying out the work.

Stolovich and Keeps (1992:14) states that performance is a set of the achieved results and refer to the act of achievement as well as the implementation of any work requested. This limitation shows that the performance is the result of a work done by someone in order to reach the desired destination

Cascio (1992:267) states that performance refers to the completion of employee duties. Performance assessment is a description of the systematic strengths and weaknesses that are relevant to the work of individuals or groups. Thus in the assessment of performance should be considered regarding the timing of the assessment (appraisal period), namely the length of time used to assess the performance and the results that have been achieved in accordance with the time that has been planned. It should also be noted regarding the performance management (performance management), i.e. the total process of observation of employee performance in relation to the work required in a period of time.

Results and Discussion

Results
The table above describes the variables that are inserted or disposed of and the method used. In this case the variable entered is the variable entered is the variable the value of the Leadership Model of principals as the predictor and the method used is the method of Enter.

Model Summary
a. Predictors: (Constant), Leadership Model of Principals
The table above describes the magnitude of the value of the correlation/relation (R) that is equal to 0,464 and described the magnitude of the percentage influence of independent variable on dependent variable is called the coefficient of determination which is the result of penguadratan R. From the output of the obtained coefficient of determination (R2) of 0,215, which implies that the independent variable (the Model of the Leadership of the Head of the primary School) on the dependent variable (Performance) is of 21.5%, while the rest is influenced by other variables.

Coefficients^a
a. Dependent Variable: Performance
In the table above in the column B in Constanta (a) is 19,313, while the value of the leadership model of principals is 0,454. Y=a + bX or 19,313 + 0,454 X. The Coefficient "b" is called the regression coefficient and expresses the change in the average of the variable Y for each change of the X variable by one unit.

This change is an increase when "b" is positive and a decrease when "b" is negative marked. So from that equation can be translated :
1. The constant of 19,313 stated that if there is no values model of leadership the principal basis then the value of the performance of 19,313.
2. Regression coefficient X of 0,454 states that each additional 1 value models of leadership of the head of the primary school, then the performance value is incremented by 0,454

The meaning of the test results of the single regression:
From the output above can be seen the value of t count = 3,745 with a significance value 0,000 < 0,05, then Ho is rejected and H1 accepted, which means There is a real effect (significance) of the variable leadership model of principals (X) of the performance variable (Y).

Discussion

Based on the results of research that Models the Leadership of the Head of the Disability Elementary School that influence positive on the performance of teachers, researchers argue it is influenced by the Model of the Leadership of the Head of the Disability Elementary School that influence is quite significant. The performance of Teachers in the Department of Education Region 1 Jakarta City increased because the program Models the Leadership of the Head of the Disability Elementary School conducted the Tribal Department of Education Region 1 Jakarta City. The influence of the non Model the Leadership of the Head of the public Disability Elementary Schools in Improving the Performance of Teachers in Educational Institutions/Schools, namely the provision of compensation, facilities and infrastructure, the discipline, the motivation of teachers to both internal and external, the school Environment and others.

Conclusions and Suggestions

Conclusion
Based on the results of the analysis and the description in connection with this research, it can draw some conclusions as follows: analysis of the results of research and discussion it can be concluded that the Model of Leadership of the Head of the Disability Elementary School has a positive effect on the performance of teachers. Researchers argue it is influenced by the Model of the Leadership of the Head of the Disability Elementary School that influence is quite significant. The performance of Teachers in the Department of Education Region 1 Jakarta City increased because the program Models the Leadership of the Head of the Disability Elementary School conducted and implemented at the Department of Education Region 1 Jakarta City. The influence

of the Model the Leadership of the Head of the public Disability Elementary Schools in Improving the Performance of Teachers in the Educational unit/School, namely the provision of compensation, facilities and infrastructure, the discipline, the motivation of teachers to both internal and external, the school Environment and so forth.

3 uggestions

Based on the results of the discussion that has been pointed out above, the researcher gives suggestions that are expected to be useful for all parties, as follows:

1. Department of Education Region I Jakarta City in order to improve the performance of teachers should pay attention to the model of leadership of the Head of the Disability Elementary School. This is so that occurs the transformation of the knowledge and skills of the principal to the teacher to create a working group that effective and mutually share knowledge, skills, and experience.
2. Should Model the leadership of the Head of the Disability Elementary School can serve as a Model and implemented to improve the performance of teachers.
3. Teacher at Department of Education Region I Jakarta Pusat can share the knowledge and skills to other teachers within the school.

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