



Relationship between Madrasah Head Leadership and Teacher Performance

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Abstract

The purpose of this study is to find out the relationship between the leadership of the head of Madrasah Ibtidaiyah and the performance of Madrasah teachers in Lingsar District of West Lombok Regency in 2021. This research is quantitative research using survey methods. The population in this study is all teachers in madrasah-Ibtidaiyah in Lingsar district of West Lombok Regency which amounted to 102 teachers. This research sample amounted to 50 teachers spread across Ibtidaiyah madrasa of Lingsar District of West Lombok Regency. The data analysis technique used in this study is regression analysis, both simple regression and double regression. The results showed that there was a positive and significant relationship between the leadership of the head of Madrasah Ibtidaiyah and the performance of Madrasah Ibtidaiyah teachers in Kecamatan Lingsar West Lombok Regency with a contribution of 57%.

Keywords: *Relationships; leadership of the Head of Madrasah Ibtidaiyah; Performance*

Introduction

The success or absence of education is determined by various factors. The input factor is not the only support but must involve a series of inputs, processes, outputs to outcomes. Education is a process that directs individuals into mature and independent figures (Sukarman, 2016). Learners need someone who can help them to develop all the potential they have. This person is an educator who can be called a teacher.

The role of teachers is very important in directing and guiding learners because teachers have a responsibility to transform students who originally did not know to know, into skilled students (Ismail, 2010). Teachers have a central position in teaching and learning activities and are spearheading the world of education (Hashim, 2014). Teachers become one of the determinants of success in the world of education (Amran, 2015). Therefore, good teacher performance is needed to support the achievement of good education.

Teacher performance is all the efforts of teachers to deliver the learning process to achieve educational goals (Ali et al., 2017). The teacher's performance includes all activities related to his professional duties as a teacher and the teacher's personal development tasks. The teacher's professional duties include a chain activity starting from planning learning, implementing, evaluating to follow-up

evaluation. In addition, teachers are also required to have an understanding of educational insight, understanding of learners and must be able to develop the potential of learners (Sunardi, 2015).

Teacher performance in schools has an important role in achieving school goals and learning quality. The achievement of teacher performance becomes one of the indicators of learning's effectiveness and can also be used as a reflection and evaluation of learning quality. Based on the results of initial observations at Madrasah Ibtidaiyah in Lingsar Subdistrict, the picture of teacher performance can be seen from the results of teacher performance assessment is teacher performance with a good category of 49%, a category of quite 49%, and a category of less than 2% (Kemenag West Lombok Regency, 2020). The data shows that there are still Madrasah Ibtidaiyah in Lingsar Subdistrict that have low performance or not as expected. In addition, based on data from the Ministry of Religious Affairs in 2020 it was obtained that the performance of teachers belonged to the category of sufficient with a performance percentage of 74.5%. This shows that the performance of madrasah ibtidaiyah teachers in West Lombok Regency including in Lingsar Subdistrict still needs to be improved for the better.

Many factors affect the performance of teachers, one of which is the leadership of the principal (Ali et al., 2017). Every principal as the leader of the organization needs to master and have the ability to motivate his subordinates. In order to influence his subordinates, the principal must understand what his subordinates need. The success of school management is largely determined by human resource utilization activities. Therefore, the principal as a leader in an organization should be aware and responsive to techniques to be able to maintain teacher achievement and job satisfaction, among others, by encouraging teachers to be able to carry out their duties in accordance with rules and direction.

The principal must also be able to do good leadership. The principal should always involve team members in decision making. Good principal leadership will have an impact on improving performance (Ali et al., 2017). Leadership has a positive effect on improving performance (Sutarjo, 2013; Setiawan, 2014). The results of this study underlie this study conducted at madrasah Ibtidaiyah in Lingsar Subdistrict of West Lombok Regency.

Principal leadership is essential when creative thinking is needed to solve complex problems or make decisions that impact team members. The principal also tried to motivate subordinates more than watching them closely. They encourage members to carry out tasks by giving subordinates the opportunity to participate in decision-making, creating an atmosphere of friendship as well as relationships of mutual trust and respect with group members.

Method

This research was conducted at Madrasah Ibtidaiyah in Lingsar District of West Lombok Regency in 2021. This research was started with the preparation of proposals in October 2020. Data collection until the preparation of the thesis is carried out in June - September 2021. This study is a study with a quantitative approach, where researchers describe the observed phenomena in more detail using quantitative data. The study used the survey method, because data from the variables studied came from a selected number of samples from a number of populations and used questionnaires as data gathering tools.

The population in this study were all teachers in madrasah-Ibtidaiyah in Lingsar subdistrict of West Lombok Regency. Based on data from the Ministry of Religious Affairs of West Lombok Regency, the number of madrasahs in the lingsara as many as 7 (seven) madrasahs with the number of teachers as many as 102 teachers. The number of samples in the study was determined by formula:

$$no = \left(\frac{z\alpha}{2.BE} \right)^2$$

Information:

α : The error rate is set at 0.05

N : Sample population

BE : Bound of Error diambil 10%

Z α : Values in table Z = 1'99

$$no = \left(\frac{z\alpha}{2.BE} \right)^2 = \left(\frac{1,99}{2.(0,10)} \right)^2$$

$$no = (9.95)^2 = 99.0025;$$

$$no = 0.05N = 0.05 \times 102 = 5.1$$

Because $no > 0.05 N$ atau $99.0025 > 5.1$, Then the size of the sample can be calculated with the formula:

$$n = \frac{no}{1 + \frac{no-1}{N}} = \frac{99,0025}{1 + \frac{99,0025-1}{102}} = \frac{99,0025}{1,9608} = 50,49 \approx 50 \text{ orang guru}$$

So the number of samples of this study is 50 people from the total population spread across madrasah Ibtidaiyah District Lingsar West Lombok Regency.

The research instrument used as a measuring tool for the leadership of the head of the madrasah ibtidaiyah and teacher performance is a likert scale model with 4 (four) answer options. The questionnaire contains a number of statements submitted to respondents formulated in the form of questions with four alternative answers tailored to the purpose of the statement, namely: 1) always, 2) often, 3) sometimes, 4) never.

Hypothesis testing using regression analysis with equations

$$\hat{Y} = a + b_1X_1 + b_2X_2 + e$$

Information:

a = regression constant

b₁, b₂ = constant factor

X₁, X₂ = Independent variable

e = Error rate/Influence of other factors

Regression and correlation analysis calculations such as the equation above are calculated using the SPSS version 17.0 for Windows program.

Results and Discussions

The hypothetical for the relationship of the Head of Madrasah Ibtidaiyah Leadership with teacher performance is there is a relationship between the Leadership of the Head of Madrasah Ibtidaiyah and the performance of Madrasah Ibtidaiyah teachers in Lingsar District of West Lombok Regency. Based on the results of coefficient calculations, results such as Table 1 are obtained.

Table 1. Results of Coefficient Calculation

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
	(Constant)	25.574	11.210	
	Kepepmimpinan	0.584	0.136	0.055

Based on the results of calculations, the regression coefficient b is obtained by 0.584, and the constant (intercept) a of 25,574. Thus the form of the relationship between the Leadership of the Head of Madrasah Ibtidaiyah and the performance of teachers is shown by equality $\hat{Y} = 25,574 + 0,584X_1$. The results of the test of significance and linearity of the Leadership of the Head of madrasah Ibtidaiyah are shown in Table 2.

Table 2: Results of the Test of Significance and Linearity between the Leadership of the Head of Madrasah Ibtidaiyah and the Performance of Teachers $\hat{Y} = 25,574 + 0,584X_1$

Model		Sum of Squares	f	Mean Square	F	Sig.
	Regression	2319.617	1	2319.617	63.598	0.000
	Residual	1750.703	48	36.473		
	Total	4070.320	49			

Based on the data in Table 2 above, it can be known that the price of sig value = 0.000 (smaller than 0.05). Thus it can be concluded that the null hypothesis which states there is no relationship between the two variables is rejected. In other words, there is a positive and significant relationship between the Leadership of the Head of Madrasah Ibtidaiyah with the performance of Madrasah Ibtidaiyah teachers in Lingsar Subdistrict. The great influence of the leadership of the head of the Ibtidaiyah madrasa on the performance of teachers can be obtained based on the results of calculations in Table 3.

Table 3. Contribution of Leadership of Madrasah Head Ibtidaiyah to Teacher Performance

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
	0.755	0.570	0.561	6.039	1.654

Based on Table 3, the value of R^2 is 0.570. This means that 57% of the Leadership of the Head of Madrasah Ibtidaiyah contributes to the performance of ibtidaiyah madrasah teachers in Lingsar District of West Lombok Regency while the rest is influenced by other factors. Based on the results of the product moment correlation analysis between the Leadership of the Head of Madrasah Ibtidaiyah and the performance of Madrasah Ibtidaiyah teachers in Lingsar District of West Lombok Regency, obtained as in Table 4.

Based on the results of hypothesis testing it was concluded that there was a positive relationship between the Leadership of the Head of Madrasah Ibtidaiyah and the Performance of Madrasah Ibtidaiyah Teachers in Kecamatan Lingsar West Lombok Regency. The conclusion shows that the better the leadership of the Head of Madrasah Ibtidaiyah, the better the performance of Madrasah Ibtidaiyah teachers in Kecamatan Lingsar West Lombok Regency.

The determination of the two variables by 57% so that it can be interpreted that 57% of teacher performance can be explained from the Leadership of the Head of Madrasah Ibtidaiyah in Madrasah

Ibtidaiyah District Lingsar West Lombok Regency. Thus, to improve the performance of teachers, the leadership indicators of the Head of Madrasah Ibtidaiyah used in this study are very important to note so that the performance of Madrasah Ibtidaiyah teachers in Lingsar District of West Lombok Regency is better.

Indicators of Leadership of the Head of Madrasah Ibtidaiyah used in this study are (1) Show personality that should be investigated, (2) Know and understand the condition of the education personnel, (3) Understand the vision and mission of the school, (4) The ability to make decisions, (5) The ability to communicate, (6) The ability to delegate tasks, (7) The ability to find / present new ideas for school renewal, (8) The ability to carry out school renewal, (9) Ability to organize the work environment (physical), (10) Ability to regulate the work atmosphere (non-physical), (11) Ability to apply the principles of appreciation and punishment.

As a leader in Madrasah Ibtidaiyah, one of the must-have principals is to know and understand the condition of the education personnel (teachers) of Madrasah Ibtidaiyah in Kecamatan Lingsar West Lombok Regency. Teachers will improve their performance if the leader pays attention to what is done by the teacher (Tarhid, 2017). The thing that can be done in paying attention to madrasah Ibtidaiyah teachers in Kecamatan Lingsar West Lombok Regency is that the principal is able to delegate work plans and activities in the school. The principal who gives the delegation symbolizes trust in his teacher and vice versa (Samsu, 2015). Thus, it can be said that the delegation given to the head of the school will assign staff in carrying out the tasks carried out. That being said, because teachers as staff should not do work that is not in accordance with the given task. Delegation as a task can be seen from two directions, namely the principal as the leader and the teacher as staff. Delegates given by the leader are essentially done to provide direction, purpose and focus on the work pursued (Samsu, 2015). Therefore, the principal as a leader wherever possible conducts planning, attention and audits regarding the form of delegates given.

In making decisions, the principal must be fair and be able to listen to the opinions of teachers. If this is done, teachers become concerned in giving opinions and can certainly be one of the important indicators in improving their performance. The principal has a very important role in improving teacher performance, for that before deciding everything the principal must know the cause and effect of the problem at hand and know every competency that teachers have and in addition the principal must support and motivate teachers. The decision-making of a good principal will certainly affect the performance of teachers (Nasrullah et al., 2017).

Wrong decisions will make teachers uncomfortable at work, lazy and unmotivated (Beck, 2011; Fox, 2012; Lawson, 2003). This is due to the lack of experience or attention of the principal in solving problems and decision making. Lack of competence of the principal in paying attention to the steps in making decisions (Amanda et al., 2017b; Niswaty et al., 2017; Saggaf et al., 2018). Most teachers are given many tasks not in accordance with their competence or have not been able to carry out the tasks given because they do not understand or understand the responsibilities given and also often occur in the provision of positions in school.

The principal is also required to have the ability to find / come up with new ideas for school renewal. The ability of the principal also has a role in improving teacher performance. So great is the role of schools in the process of achieving educational goals, that it can be said that the success of educational innovation and school activities is largely determined by the leadership qualities possessed by the principal. However, it should be noted that the success of a leader in carrying out his duties, is not determined by his level of expertise in the field of leadership concepts and techniques alone, but rather determined by his ability to choose and use leadership techniques or styles that are in accordance with the situation and conditions led (Hadayani et al., 2020).

Conclusion

Based on the discussion of the above research, it can be concluded that there is a positive and significant relationship between the leadership of the head of Madrasah Ibtidaiyah and the performance of Madrasah Ibtidaiyah teachers in Kecamatan Lingsar West Lombok Regency. The relationship of the two variables is indicated by the regression equation $\hat{Y} = 25.574 + 0.584X_1$ with koefisien correlation $r_{y1} = 0.755$. From these results, the leadership variables of the Head of Madrasah Ibtidaiyah consistently and stably contributed positively to the performance of teachers (Y) in Madrasah Ibtidaiyah District Lingsar West Lombok Regency. One of the indicators of madrasah head leadership that must be considered is decision making. Madrasah heads are always fair and can listen to the opinions of teachers. If this continues to be done, teachers become concerned in giving opinions and of course it improves their performance.

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