

The Effect of Managerial Supervision on School Supervisors, Competence, and Achievement Motivation on The Performance of Primary School Principals at The Dikbud Office Kec. Adiwerna Kab. Tegal

Rina Agustina Emgiek¹✉, Joko sutarto², Titi Prihatin²

¹SD Harjosari Lor 01, Adiwerna, Tegal, Indonesia.

² Universitas Negeri Semarang, Indonesia.

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Abstract

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The background of the problem in the study, although through Supervisory supervision of the school but the performance of Principals in running TUPOKSI not optimal, not all Principals realize the importance of motivation so that the performance of the work is still limited, and the need for a combination of Supervisory school, competence and motivation of Principal Primary to improve the performance so that the assessment result is not fluctuate and tends to decrease. The purpose of this study is to examine the influence of Supervisory supervision on performance, to test the influence of competence to performance, to test the influence of achievement motivation toward performance, and to test the influence of Supervisory supervisor, competence and achievement motivation toward Principal.

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✉Correspondence:
JL Raya Barat Harosari lor Kec.Adiwerna Kabupaten Tegal,
Indonesia
E-mail: emgiek83ra@gmail.com

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INTRODUCTION

Adiwerna District Tegal District is one of the Districts of 18 (eighteen) Districts in Tegal District consisting of 21 (twenty one) villages, and has the largest number of villages after the Pangkah Subdistrict area. The fundamental reason that determines that the Adiwerna Subdistrict of Tegal Regency is the chosen research location is because geographically Adiwerna District is in the central part of Tegal Regency, the diversity of social and economic status and education of its citizens is of particular concern to the writer, especially the Adiwerna District location which is flanked by Kecamatan Slawi as the Government Center with other Sub-districts in Tegal Regency.

Another reason for choosing Adiwerna Subdistrict as the location of the study was from the results of a preliminary study by the author, there were various phenomena that occurred in Adiwerna District relating to the performance of the Principal. During this time the performance of the Primary School Principals was considered to be still unsatisfactory, tended to fluctuate and even decreased, the result in 2014 to 2017 was that the performance of the Primary School Principals at the DIKBUD Office in Adiwerna Subdistrict, Tegal Regency seemed fluctuating and there were even some people who tended to decline in performance. According to the author, the value of the principal's performance is fluctuating and there is a downward trend that is an interesting study material to study.

Within the Office of the Department of Education and Culture, Adiwerna District, Tegal District, there are 57 (fifty-seven) Public and Private Elementary School Principals. Each of these principals has diverse characteristics and competencies. This diversity makes the treasure that can distinguish schools from other schools. As an illustration, among others, the Principal likes the achievement, the school he manages will be more prominent in achievement. For principals who have disciplinary habits, the school they manage will instill high work discipline, and schools that are led by innovative principals, the school is

quickly experiencing renewal. The different backgrounds, commitments, abilities and behaviors of the Principal can cause there is a difference in the performance of the Principal.

The performance of the Principal is achieved through the competency of the Principal in carrying out managerial functions, in order to achieve effective and efficient education implementation, it is necessary to have optimal and professional and continuous supervision. The function of the School Supervisor is to carry out managerial supervision, where the Principal as the object is intended to realize effective education. In the Office of the Department of Education and Culture of Adiwerna Subdistrict, Tegal District, the various characteristics and competencies of the School Principal need to receive input from the School Supervisor so that the performance of the Principal is more directed.

The reality in the field of not a few School Principals within the Office of the DIKPORA of Adiwerna Subdistrict, Tegal Regency, implements a results-oriented education management and not a process. If this is constantly left out then things that will happen are good but not through a good process. This means that in real terms school administration exists and is in good condition, but they do not understand its contents and uses, because they do not participate in formulating it. An indication of this problem is that the ownership of the program may only be prepared by the Principal himself or may only be modeled on the property of another school. If so what does a program mean if they do not understand the meaning and contents.

In order to achieve the best performance, the Principal in the Department of Education and Culture of the Adiwerna Subdistrict in Tegal Regency must have high motivation in working. Motivation is a driver or encouragement in a person to achieve goals, as well as to control behavior and attitudes within the company. To achieve maximum work performance in a school environment, the Principal must be able to meet the needs desired by the elements in the school environment so

that high-quality productivity and the company's main objectives will be realized. With the achievement motivation, the performance of a Principal will increase because they complete and work on each activity and their tasks will always be optimal and best.

In addition to motivation, the Principal within the Office of the District Education Office in Adiwerna District, Tegal District must have high competence in working. Competence is a basic characteristic of a person who uses the deepest part of his personality, and can influence his behavior when he faces work that ultimately affects the ability to improve his work performance.

But in reality in the field, throughout the preliminary study conducted by the author, there were still School Principals within the Office of the Department of Education and Culture of Adiwerna Subdistrict in Tegal Regency who were less concerned about the importance of this achievement motivation. They tend to carry out daily tasks as a routine and only limited liability. In addition, with the existence of managerial supervision from the School Supervisors, the performance of the Principal should have increased significantly, but what happened was that there was insignificant performance from the Principal, so there were no outstanding achievements produced by the schools they led.

From the background of the above problems, the authors are interested in taking the title of the study: "The Effect of Managerial Supervision of School Supervisors, Competence and Achievement Motivation on the Performance of Primary School Principals in the Department of Education, Adiwerna, Tegal," with the aim of examining the influence of the School Supervisor's managerial supervision on performance of Elementary School Principals, testing the influence of competency on the performance of the Principal, testing the influence of achievement motivation on the performance of the Principal, and testing the influence of managerial supervision of School Supervisors, competence and motivation on the performance of Primary School Principals in the

Department of Education and Culture Adiwerna District, Tegal Regency .

METHODS

The method is a series of ways or activities of conducting research based on basic assumptions, philosophical and ideological views, questions and issues faced (Nana Syaodih, 2006: 52).

Research Design:

The study was carried out using the Exposé Facto model, using a quantitative approach because as a research method based on positivism philosophy used to examine a particular population or sample, the sampling technique is generally done randomly, data collection using research instruments, quantitative data analysis/ statistics with the aim of testing predetermined hypotheses (Sugiono, 2014: 7).

The method used in the study is a survey method to obtain data from a certain place that is natural or not artificial, but researchers do treatment in data collection, for example by circulating questionnaires, tests, structured interviews and so on (Sugiyono, 2008: 12).

Population and Sample:

The population is an area of generalization which consists of objects/ subjects that have certain qualities and characteristics set by the researcher to be studied and then drawn conclusions (Sugiono, 2014: 80). The population is a large group and the area that is the scope of the research. The population in the study was the Head of State and Private Elementary School in the Department of Education and Culture of Adiwerna Subdistrict, Tegal Regency, totaling 57 (fifty seven) Principals.

The sample is a part or representative of the population under study (Arikunto, 2010: 116). In the study determined the number of research samples is a number of populations, namely 57 (fifty seven) people, so the study sample is a study population.

Research Variable:

The variables contained in the study are independent variables / independent variables: X1: Managerial Supervision School Supervisor, X2: Competence and X3: Achievement Motivation. Dependent variable / Bonded variable in the study is

Y: Principal Performance.

Data Analysis Technique:

Data analysis techniques in research, first describe the performance of the Principal. Second, analyze the influence of each independent variable on the dependent variable, namely: the influence of managerial supervision of the School Supervisor on the performance of the Principal, the influence of competence on the performance of the Principal and the influence of achievement motivation on the performance of the Principal. Third by analyzing the influence of managerial supervision of supervisors, competencies and achievement motivation on the performance of the principal. The data analysis technique used is multiple linear regression analysis with the help of SPSS 19 program, but before multiple linear regression analysis, it is necessary to do a prerequisite test and hypothesis test.

RESULTS AND DISCUSSION

The Influence of Managerial Supervision of School Supervisors on The Performance of Elementary School Principals in The Office of Dikbud Kec. Adiwerna Kab. Tegal Are:

The results of the study showed that there was a significant influence of the School Supervisor's managerial supervision on the performance of the Elementary School Principals. This means that the better the quality and the more intensive the managerial supervision of the School Supervisor will be followed by an increase in the performance of the Principal of the Elementary School in the Department of Education, Adiwerna, Tegal. The results of the study prove that the Principal is an imperfect individual and a social being who needs interaction with others who are close

to him to help him in carrying out his duties and responsibilities. The performance of the Primary School Principal is influenced by the effectiveness of the School Supervisor's managerial supervision conducted on schools.

The results of the study are in line with international journals entitled Osakwe's Supervisory Functions of Secondary School Principals and Factors Competing With These Functions in 2013, which states that the Principal's supervisory function and achievement motivation factors will improve the quality of education in schools. he leads.

The influence of competency on the performance of the Principal of the Elementary School in the Office of DIKBUD Kec. Adiwerna Kab. Tegal are:

The results of the study showed that competence significantly affected the performance of the Principal. This means that the better and higher the competency of the Principal will be followed by an increase in the Performance of the Primary School Principal at the DIKBUD Office in Adiwerna Subdistrict, Tegal Regency, and vice versa if there is a decrease in competence, it will affect the decline in the performance of the Primary School Principals at the DIKBUD Office in Adiwerna District, Tegal Regency.

The results of the study are similar to Adi Prasetyo (1103502043) in a study entitled "Contribution of Achievement Motivation, and Principal Supervision, to the Competencies of Primary School Teachers in Sumowono District, Semarang Regency" with the results of this study are (1) there is a significant effect on achievement motivation on Teacher competencies Public Elementary Schools in Sumowono Sub-District, Semarang Regency, (2) there is a significant influence of Principal supervision on the competence of Public Elementary School Teachers in Sumowono Sub-District, Semarang District, and (3) there is a simultaneous (joint) achievement motivation and Principal supervision on Elementary Teacher's competence The country in Sumowono Subdistrict, Semarang Regency,

the rest of teacher competency is influenced by other factors outside the research variable.

The Effect of Achievement Motivation on The Performance of The Principal of The Elementary School in The Office of Dikbud Kec. Adiwerna Kab. Tegal Are:

The results showed that achievement motivation had a significant effect on the performance of the Principal. This means that the higher the achievement motivation will be followed by an increase in the performance of the Primary School Principal at the DIKBUD Office in Adiwerna Subdistrict, Tegal Regency, and vice versa if there is a decrease in achievement motivation will have an effect on the decline in the performance of the Primary School Principals at the DIKBUD Office in Adiwerna District, Tegal Regency.

The results of the study in line with Herzberg's research, which was reported again by Beck (1990), found that satisfaction factors commonly called encouraging and dissatisfaction factors are commonly called healthy factors. Satisfaction factors and dissatisfaction are mutually exclusive, meaning that the opposite of satisfaction is no satisfaction (nosatisfaction) while the opposite of dissatisfaction is no dissatisfaction. From the results of the research it can be understood because clearly if the Primary School Principal has high achievement motivation then they will try to carry out their duties and responsibilities as well as possible which will ultimately improve performance.

Effect of Managerial Supervision of School Supervisors, Competencies and Achievement Motivation on The Performance of Primary School Principals in The Dikbud Office Kec. Adiwerna Kab. Tegal Are:

The results showed that there was a significant influence on managerial supervision of school supervisors, competencies and achievement motivation had an effect on the performance of elementary school principals at the DIKBUD Office in Adiwerna District, Tegal Regency.

From the research it can be interpreted that the better the quality of managerial supervision of school supervisors, competence and achievement motivation, the higher the performance of elementary school principals, and vice versa if there is a decrease in managerial supervision of school supervisors, competence and achievement motivation will reduce the performance of elementary school principals in the District DIKBUD Office Adiwerna, Tegal Regency. So that it can be understood because competencies and achievement motivation are internal factors of the Principal (intrinsic) that can provide energy to encourage the Principal in improving his work performance. The high and low competencies and achievement motivation will determine the high and low thrust of the Principal to achieve. In addition, managerial supervision of the School Supervisor is an extrinsic factor that can affect the Principal to carry out work activities. If the managerial supervision of the School Supervisor is given to the Principal intensively, the Principal will be able to overcome the various difficulties he faces in carrying out his duties and responsibilities, the more intensive the managerial supervision of the School Supervisor will be, the better the Principal's performance will be.

The results of this study prove that the ability of the Primary School Principal's performance can be improved if there are influencing factors, both internal factors and external factors of the Principal. Associated with research there is a theory of expectations (Expectancy theory) proposed by Vroom cited by Beck (1990: 245) states that "the power that motivates a person to work diligently in carrying out their tasks depends on the reciprocal relationship between what is desired and needed from the results of the work".

In addition, the results of this study are in accordance with the opinion of Biehler & Snowman (1976) which states that many factors that influence the Principal are active in work and are often found that the Principal who works hard and has high motivation to achieve

suddenly is not excited at all to do something because of various backgrounds.

CONCLUSION

Based on the results of data analysis and discussion of research results, it can be concluded as follows:

The influence of the managerial supervision of the School Supervisor on the performance of the Primary School Principals at the DIKBUD Office in Adiwerna Subdistrict, Tegal Regency shows that the null hypothesis is rejected. Based on the method of partial test decision making in regression analysis it can be concluded that managerial supervision variables of School Supervisors have a significant effect on the performance of the Principal Principal.

The influence of competence on the performance of Primary School Principals at the DIKBUD Office in Adiwerna District, Tegal Regency shows that the null hypothesis is rejected. Based on the method of partial test decision making in regression analysis, it can be concluded that the competency variables partially have a significant effect on the performance of the Principal Principal.

The influence of achievement motivation on the performance of Primary School Principals at the DIKBUD Office in Adiwerna District, Tegal District shows that the null hypothesis is rejected. Based on the method of partial test decision making in regression analysis it can be concluded that the variable achievement motivation partially has a significant effect on the performance of the Principal Elementary School.

There was a simultaneous significant effect on the managerial supervision of the School Superintendent, the Principal's competence and achievement motivation on the performance of the Principal of the Elementary School in the Department of Education and Culture of Adiwerna Subdistrict, Tegal Regency with the determination coefficient.

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