



## IMPROVING GRADUATES' COMPETENCE THROUGH SCHOOL PRINCIPAL LEADERSHIP AND TEACHER PERFORMANCE AT SCHOOL

Majidah Aqifah Mania<sup>1</sup>, Hendi Rohimat<sup>2</sup>

<sup>1,2</sup>Universitas Islam Negeri Bandung Sunan Gunung Djati

Email: [aqifahmajidah@gmail.com](mailto:aqifahmajidah@gmail.com)<sup>1</sup>, [Hendirochimati9@gmail.com](mailto:Hendirochimati9@gmail.com)<sup>2</sup>

### Abstract:

The problem studied in this research is the lack of optimal competency of SMAIT Qordova School graduates, Bandung Regency. The problem of absorbing graduates who are not yet able to compete is due to the low quality of graduates. This is a phenomenon of the quality of graduate competence not being optimal. This research is intended to obtain the educational concept of SMAIT Qordova Bandung Regency in improving the quality of graduate competency so that it can produce graduates who are qualified and in line with future needs. The method used in this research is the Explanatory Survey Method. The data collection technique uses an ordinal scale questionnaire. The number of respondents was 21 educators, taken as a whole from teachers at SMAIT Qordova. Data processing techniques use Path Analysis Models. In detail, the results of this research show that: (1) The principal's leadership has a strong, positive and significant influence on teachers' teaching performance and management of learning facilities; (2) The principal's leadership and the teacher's teaching performance have a positive and significant effect on the learning process; (3) The principal's leadership, teacher's teaching performance, and the learning process have a positive and significant effect on the quality of graduate competency.

**Keywords:** *Quality of graduates, teacher performance, principal leadership.*

### INTRODUCTION

Education is a forum for accommodating and distributing the knowledge possessed by educators to students so that they have broad knowledge, good attitudes or behavior. In education there are also no age or economic restrictions, because everyone has the right to receive education without any difference in who they are or where they come from. However, there are many problems that can cause education to be unequal, one of which is the lack of quality or equal quality of education, which can also be seen from human resources. In the educational process there is a central function which is very important, namely the principal as the leader in an educational institution who will lead the direction of education and carry out school management, secondly, the teacher as the spearhead in the educational process who interacts directly with students. If these two functions run well, superior graduate competencies will be realized.

However, currently we have noticed that there are still many students whose graduate competency is still below, it could even be said that there are still below average, including what happened at SMAIT Qordova. This occurs due to the weak function of educational supervision, both carried out by functional staff such as study supervisors and supervision by school principals as school managers. However, this supervision process has not gone well even though empirically it appears that there are several factors that influence the quality of education services, including: teaching staff, leadership and education).

Based on all the descriptions above as well as several existing studies conducted previously based on expert theories, it seems necessary to carry out in-depth research in order to obtain complete information about educational problems and be able to provide solutions. That is what inspired the author to conduct a research with the research title "Increasing Graduate Competency Through Principal Leadership and Teacher Performance at SMAIT Qordova".

## RESEARCH METHODS

This research uses a quantitative approach to test hypotheses. This research is a type of verification research with the aim of testing hypotheses. In accordance with the research objectives to be achieved, the method used in this research uses a survey research method which aims to test hypotheses by basing them on observing the consequences that occur and looking for factors that may occur as causes through certain data, or often called the Explanatory Survey Method (Rusidi, 1993:19). This method is a method of collecting data obtained directly from sources using a written question approach through a data collection questionnaire which is required with the consequence that this research requires the operationalization of variables that can be measured quantitatively. The population in this research are school principals and teachers in the SMAIT Qordova environment which is located in Rancaekek sub-district, Bandung Regency.

## RESULTS AND DISCUSSION

The results of research responses carried out by respondents based on the average value of achievement, performance and categories regarding the quality of graduate competency are presented as follows.

Table 1  
Recapitulation of respondents' responses to variables in the quality of graduate competency

Dimensions	Average	Percentage (%)	category
Continue education	3.78	90,2	Tall
Normative Aspect	3.74	89,3	Tall
Adaptive Aspect	3.63	86,6	Tall
Produktive Aspect	3.11	74,2	Tall
Personality Aspects	3.54	84,5	Tall
<b>Total</b>	<b>3.56</b>	<b>85,0</b>	Tall

Based on the data in table 1, we can get data about respondents regarding the quality of graduate competency with an average of 3.56 or 85%. Paying attention to the interpretation table, the average answer score for this number is in the range of 3.40-4.20. The results show that the competency of SMAIT Qordova graduates is in the high category with the dimension of continuing to higher education occupying the highest score.

Table 2  
Recapitulation of Variable Respondent Responses Learning Process

Dimensions	Average	Percentage (%)	category
Plan	3,12	74,5	Currently
Carry out	3,87	92,4	Tall

Evaluate	3,75	89,5	Tall
<b>Total</b>	<b>3,58</b>	<b>85,4</b>	Tall

Paying attention to the data in table 2 which describes the respondents' responses in the learning process, an average score of 3.58 or 85.4% was obtained. Based on this data, referring to the interpretation of the average answer score on table 2, the numbers are in the range of 3.40-4.20. This data shows that SMAIT Qordova has implemented a learning process with a high level of excellence which has resulted in a very high quality competency process for graduates. This is proven by the large number of graduates who can continue their studies to the next level and some of them can be accepted into various work professions.

Table 3  
Recapitulation of Variable Respondent Responses on Teacher Teaching Performance

<b>Dimensions</b>	<b>Average</b>	<b>Percentage (%)</b>	<b>catagory</b>
Ability to Prepare Learning Plans	3,13	74,7	Currently
Ability to Implement Learning	3,95	94,3	Tall
Ability to Establish Interpersonal Relationships	3,78	90,2	Tall
Ability to Carry Out Learning Outcomes Assessments	3,87	92,4	Tall
Ability to Implement Enrichment	3,64	86,9	Tall
Ability to Implement Remedial	3,56	85,0	Tall
<b>Total</b>	<b>3,66</b>	<b>87,2</b>	<b>Tall</b>

Paying attention to the data in table 3 which describes the respondents' responses in the Teacher Teaching performance process, an average score of 3.66 or 87.2% was obtained. Based on this data, referring to the interpretation of the average answer score on the 3-point table, it is in the range of 3.40-4.20. This data shows that at SMAIT Qordova the performance of teachers in the teaching process occupies a high predicate starting from the process of learning planning, implementation, evaluation, enrichment and remedial, while based on the data in table 3 things that must continue to be developed are in the planning process, especially in terms of administration.

Table 4  
Recapitulation of Variable Respondent Responses on Principal Leadership

<b>Dimensions</b>	<b>Average</b>	<b>Percentage (%)</b>	<b>catagory</b>
Developing Programs	3,67	87,6	Tall
Program Implementation	3,88	92,6	Tall

Program Evaluation	3,54	84,5	Tall
Institutional Relations	3,82	91,2	Tall
Teacher Performance Motivation	3,79	90,5	Tall
<b>Total</b>	<b>3,74</b>	<b>89,2</b>	<b>Tall</b>

Paying attention to the data in table 4 which describes the respondents' responses to the Principal's leadership process, an average score of 3.74 or 89.2% was obtained. Based on this data, referring to the interpretation of the average answer score on the 4-point table, it is in the range of 3.40-4.20. This data shows that at SMAIT Qordova the Principal's leadership in the process of running the school system occupies a high level which includes the process of program planning, program implementation, program evaluation, institutional relations and teacher motivation. This shows that the perception of the principal's leadership at SMAIT Qordova by respondents is quite high. Based on correlation confirmation, path confirmation can calculate the direct and indirect effects of driver and process variables on output variables.

The results of the model significance test (F-test) for the second hypothesis show that the calculated F is greater than the F-Table, which means that the model is significant. Likewise, the t-test for the second hypothesis shows that the t-count for all variables is greater than the t-table, this shows that the variety of principal leadership as a driver variable and the process variable related to teacher teaching performance have a significant effect on the learning process variable. as the outcome variable.

Based on the calculation results that have been obtained based on data available in the field, the factors that influence the quality of competency of SMAIT Qordova graduates are the leadership of the school principal and the performance of teachers in carrying out the learning process at school. The practical benefits resulting from the mode of improving the quality of graduate competency are that with this improvement model, it is hoped that the quality of graduate competency can reach the curriculum standards that have been appropriated for the Qordova SMAIT education unit which focuses on attitudes, knowledge and skills. the achievement of graduate competencies which include social cultural aspects, academic aspects and personality aspects. Based on this, the quality of competence can be improved and achieved in all aspects, including influencing aspects, such as the leadership of the school principal and teacher performance in the learning process.

## CONCLUSION

From the explanation above based on the structural model of relationships between variables that has been presented above, a conclusion can be drawn that the structure of relationships between variables influences each other, both directly and indirectly, on the quality of graduate competency at SMAIT Qordova. One of these variables is the leadership of the school principal and the teaching performance of teachers. A clearer description of the results of this research will be presented as follows

The principal's leadership and teachers' teaching performance in the learning process at SMAIT Qordova are perceived as having very good competence. This is characterized by: a. The leadership of the principal at SMAIT Qordova can establish policies and make central decisions in the school organization, build a work climate that is quite conducive and can provide direction and motivation to the entire community at school, giving rights and responsibilities to all levels of the school community by distributing authority to those entitled to it by carrying out a good supervision process. However, from the research results there are several things that must be optimized, including the task distribution process which must be carried out optimally so that there is no accumulation of tasks on someone. b. SMAIT Qordova teachers teach according to predetermined competencies, understand students thoroughly, develop school assignments in accordance with rights and obligations, however, because SMAIT

Qordova is a private school, sometimes the direction of the foundation and the direction of national education are slightly different, including in order to increase competence. quality of graduates. c. The role of all activities that support the learning process at SMAIT Qordova can contribute well, intense teaching and learning activities are provided by teachers, and teaching and learning activities are well controlled by the principal and teachers. The role played by teachers in the teaching process has a strong, positive and significant influence on the quality of graduate competency. These results indicate that teachers' teaching performance, management of learning facilities and learning processes are also determined by the principal's leadership, which consists of establishing a common direction, developing human resources and building organizational culture. Thus, the higher the principal's leadership, the higher the teacher's teaching performance, management of learning facilities and learning processes carried out at SMAIT Qordova. The leadership of the head of SMAIT Qordova can improve teachers' teaching performance and management of matters that influence the learning process, as well as the learning process, has a positive and significant effect on the quality of graduate competence. These results indicate that the quality of graduate competency is determined by the leadership of the school principal, teacher teaching performance, management of learning facilities and the learning process. Thus, the higher the quality of these variables, the higher the quality of graduate competence.

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