



## The Influence of the Leadership of the Head of UPTD Pendidikan on the Performance of the Principals of Public Elementary Schools in Pakkat District, Humbang Hasundutan Regency

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### ABSTRACT

Education is an aspect that cannot be separated from all aspects of human life, both education in the macro sense and education in the micro sense, because each individual experiences an educational process. This study aims to analyze how the influence of the leadership of the Head of UPTD Pendidikan on the performance of the Principals of Public Elementary Schools in Pakkat District, Humbang Hasundutan Regency. The data analysis method used is simple analysis method, simple linear regression analysis and t test. The sample in this study was all the Principals of Public Elementary Schools in Pakkat District, Humbang Hasundutan Regency, as many as 34 people. The data obtained from the questionnaire taken from a sample of 34 people can be obtained with the result that  $r_{count} (0.920) > r_{table} (0.349)$  reveals that there is a significant relationship between the Leadership of the Head of UPTD Pendidikan (X) and the Performance of the Principal of Primary Schools (Y) in Pakkat District, Humbang Hasundutan Regency. Based on table 3.2 Guidelines for Interpretation of Correlation Coefficients, the coefficient found is 0.920, including the very strong category. So there is a very strong relationship between the Leadership of the Head of UPTD Pendidikan (X) and the Performance of the Principals of Elementary Schools (Y) in Pakkat District, Humbang Hasundutan Regency. R Square of 0.846 or 84.60%. This shows that the influence of the leadership of the Head of UPTD Pendidikan (X) with the Performance of the Principals of Elementary Schools (Y) in Pakkat District, Humbang Hasundutan Regency is 84.60% and the rest is 15.40% based on other factors not discussed in this study. . The regression of the Equation is  $Y = 3,915 + 0,569X$ . The regression equation can state that if the Head of the UPTD Pendidikan or  $X = 0$  then the Principal Performance value or Y will increase by 3,915. The significance of the variables is 13,235. Then the value is compared with t table with an error level of 5%  $df = n-2 = 32$ . The value of t table is 2.042. In accordance with the requirements of the hypothesis which states that  $t_{count} (13,235) > t_{table} (2,042)$  can reject that the Leadership of the Head of UPTD Pendidikan (X) has a positive and significant effect on the Performance of Primary School Principals (Y) in Pakkat District, Humbang Hasundutan Regency, the research hypothesis received.

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## 1. Introduction

The success of an educational institution is highly dependent on the leadership of the principal. Because the principal is the leader in the institution, the principal must be able to bring the institution towards achieving the goals that have been set. The principal must be able to see changes and be able to see the future in a better life of globalization. The school principal must be responsible for the smoothness and success of all regulatory and management organizations formally to their superiors or informally to the community that has entrusted their students.

The principal is a functional teacher who is assigned the task of leading a school as a place for the teaching and learning process to be held or a place for interaction between teachers who give lessons and students who receive lessons. In schooling institutions, school principals are not those who happen to have good fortune, let alone accidentally recruited into that position, with a performance that is completely rigid and barren. The principal is expected to be a strong, reliable, and tested personal figure in order to achieve school goals. From the above explanation, it can be concluded that the position of the principal will



determine the direction of an institution in achieving educational goals. The principal is the regulator of the existing programs in the school. Because later it is hoped that the principal will bring the work ethic of the teacher and be able to build a school culture in improving the quality of learning. From the results of initial observations that the researchers conducted, there were several problems that were often faced by the head of the UPTD of education regarding the performance of school principals such as delays in delivering monthly reports, delays in delivering requests for periodic salary increases, lack of knowledge of principals in managing data resulting in delays in proposing Regional Income Allowances (TPD) and Non Certification Teacher Allowances (Nonser).

## **2. Literature review**

### **2.1 Leadership**

Leadership basically has the meaning of efforts, activities, processes, responsibilities, abilities, role models by a person in a situation through a communication process in such a way that he can influence other people to cooperate and achieve good relationships, and be able to carry out tasks well, in order to achieve common goals. According to Hasibuan (2008: 43) "A leader is someone with the authority of his leadership to direct his subordinates to do some of their work in achieving goals". Meanwhile, according to Daft (Triantoro; 2004: 3) leadership is "one of the easiest phenomena to be observed but one of the most difficult to understand". Great leaders who succeed are not people without weaknesses, rather, people who are able to build self-strength to display their success and excellence. There are a number of indicators that show the success of the leader, namely (Siswanto, 2009: 169):

- a. "Having a high level of accountability to spearhead organizational change so that it can make a meaningful difference.
- b. Be open to receiving innovative ideas to build positive interpersonal communication.
- c. Build strength without neglecting the side of weakness.
- d. Dare to face challenges.
- e. Proactively welcome opportunities.
- f. Learn from experience, be stable to correct mistakes.
- g. Develop and motivate the improvement of HR capabilities.
- h. Optimizing the mastery of competencies as a professional leader.
- i. Taking advantage of the halo effect to build a networking ".

### **2.2 Performance**

Performance is a product produced by an employee in a predetermined unit of time with specified criteria. Performance is a work result that can be achieved by someone in the organization in accordance with their respective authorities and responsibilities in order to achieve organizational goals, does not violate the law and is in accordance with morals or ethics. According to Wibowo (2011: 11) "the basic principles of performance are strategic, formulating goals, planning, getting feedback, taking measurements, making performance improvements, being sustainable, creating culture, developing, based on honesty in providing services, carrying out responsibilities. , it feels like playing, there is pity, there is consensus and cooperation and there is two-way communication ".

### **2.3 Principal's Performance**

The principal is the existence of a process in leadership to give social influence to others (Muhaimin: 2009: 29). The principal is a process of planning, organizing, the principal must be able to control the efforts of the members of the organization as well as the utilization of all organizational resources in order to achieve predetermined goals. According to Budi Suhardiman (2012: 33) "The principal's performance is the ability to carry out the work or tasks that are owned in completing a job at the school he leads". According to Muhaimin (2009: 10) "One of the efforts of the principal in advancing schools to perform well is by providing guidance to teachers, one of the characteristics of principals who have good performance is being able to lead schools effectively". According to Riduan (2013: 82) "The principal is the ability to carry out his duties and functions as an educator, manager, administrator, supervisor, leader, innovator, motivator. The seven duties and functions of school principals must be treated as educators and provide role models for teachers, staff and students ".

## **3. Research methods**

The population in this study was the population in this study were all primary school principals in Pakkat District, Humbang Hasundutan Regency, as many as 34 school heads. The sampling technique used

in this study is a saturated sampling technique, namely the sampling technique when all members of the population are used as samples. So the sample in this study was 34 people.

Data collection techniques are by: questionnaire and observation. Types and sources of data are primary data and secondary data.

Data analysis or processing techniques use the following methods:

**a. Simple Correlation Analysis.**

This analysis is used to determine the correlation between X and Y variables, using the formula for calculating the correlation coefficient (r) with the following formula:

$$r = \frac{n \sum XY - (\sum X)(\sum Y)}{\sqrt{\{n(\sum X^2) - (\sum X)^2\} \{n(\sum Y^2) - (\sum Y)^2\}}}$$

**b. Regression Test.**

In predicting how much influence the variable X has on the variable Y, a Simple Linear Regression test is used with the Carl Pearson formula, namely:

$$Y = a + b X$$

$$a = \frac{(\sum y)(\sum x^2) - (\sum x)(\sum xy)}{n(\sum x^2) - (\sum x)^2}$$

$$b = \frac{n(\sum xy) - (\sum x)(\sum y)}{n(\sum x^2) - (\sum x)^2}$$

**c. Correlation Coefficient Significance Test (t test)**

In order to determine / conclude the research results, it is necessary to first test whether the r (correlation coefficient) that has been determined above is significant or not. To determine the meaning of the correlation coefficient, the t test is used with the formula:

$$t \text{ count} = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

**4. Results and Discussion**

Correlation analysis calculations can be done by paying attention to the results of the questionnaire for each variable. The output of correlation partially or separately using the help of the SPSS version 20.0 program can be explained in the following table form:

**Table 1**  
Correlation Coefficient (r)

<b>Correlations</b>		Performance_Kepala _Sekolah_Basar	Leadership_Kepala_UPT D_Education
Pearson Correlation	Performance_Kepala_Sekolah_Basar	1,000	.920
	Leadership_Kepala_UPTD_Pend Pendidikan	.920	1,000
Sig. (1-tailed)	Performance_Kepala_Sekolah_Basar	.	.000
	Leadership_Kepala_UPTD_Pend Pendidikan	.000	.
N	Performance_Kepala_Sekolah_Basar	34	34
	Leadership_Kepala_UPTD_Pend Pendidikan	34	34

Based on the table above, we can compare r count with r table for decision making where the r table is obtained at 0.920. Based on the data above,  $r_{hitung} (0.920) > r_{tabel} (0.349)$  it can be concluded that there is a significant relationship between the Leadership of the Head of UPTD Pendidikan (X) and the Performance of Primary School Principals (Y) in Pakkat District, Humbang Hasundutan Regency.

Furthermore, to find out how much the contribution of the UPTD Education Head Leadership variable (X) to the Performance of Primary School Principals (Y) in Pakkat District, Humbang Hasundutan Regency, the coefficient of determination test was used using the help of the SPSS version 20.0 program as follows:



**Table 2**  
Result of R Square

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.920a	.846	.841	.985

a. Predictors: (Constant), Leadership\_Kepala\_UPTD\_Pend Pendidikan  
b. Dependent Variable: Kinerja\_Kepala\_Sekolah\_Dasar

From the data above, the R Square value is 0.846 or 84.60%. This shows that the influence of the Leadership of the UPTD Education Head (X) with the Performance of the Principals of Elementary Schools (Y) in Pakkat District, Humbang Hasundutan Regency is 84.60% and the remaining 15.40% is influenced by other factors not discussed in this research.

To analyze the influence of the Leadership of the Head of UPTD Education (X) with the Performance of the Principals of Primary Schools (Y) in Pakkat District, Humbang Hasundutan Regency, it is necessary to calculate a regression analysis using the help of the SPSS program version 20.0 as follows:

**Table 3**  
Simple Linear Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	T
	B	Std. Error	Beta	
(Constant)	3,915	1,739		2,251
1 Leadership_Kepala_UPTD_Pend Pendidikan	.569	.043	.920	13,235

a. Dependent Variable: Kinerja\_Kepala\_Sekolah\_Dasar

Based on the table above, a simple linear regression equation is obtained as follows:

$$Y = a + bX$$

$$= 3,915 + 0,569X$$

The regression equation above can be explained that if the Leadership of the UPTD Education Head or  $X = 0$  then the Performance value of the Primary School Principal or Y will increase by 3,915

To test the hypothesis, the t test is used to determine the significance of the influence of the variable. To calculate the significance of the influence of the variables, a formula is used with the help of the SPSS version 20.0 program as in table 4.3 above, based on table 4.3. obtained the significance of the variable correlation amounted to 13.235. Then the value is compared with t table with an error level of 5%  $df = n-2 = 32$ . The value of t table is 2.042. In accordance with the requirements of testing the hypothesis that  $t(13,235) > t \text{ table}(2,042)$  it can be concluded that the leadership of the Head of UPTD Pendidikan (X) has a positive and significant effect on the performance of the Principals of Elementary Schools (Y) in all Pakkat District, Humbang Hasundutan Regency, the research hypothesis is accepted.

## 5. Conclusion

The conclusions are as follows:

- The data obtained from the questionnaire distributed to a sample of 34 people can be obtained a correlation with the results that  $r_{count}(0.920) > r_{tabel}(0.349)$ , it can be concluded that there is a significant relationship between the Leadership of the Head of UPTD Pendidikan (X) and the Performance of the Primary School Principal (Y). - Pakkat District, Humbang Hasundutan Regency.
- R Square is 0.846 or 84.60%. This shows that the influence of the Leadership of the UPTD Education Head (X) with the Performance of the Principals of Elementary Schools (Y) in Pakkat District, Humbang Hasundutan Regency is 84.60% and the remaining 15.40% is influenced by other factors not discussed in this research.
- The regression equation is  $Y = 3.915 + 0.569X$ . The regression equation above can be explained that if the Leadership of the UPTD Education Head or  $X = 0$  then the Performance value of the Primary School Principal or Y will increase by 3,915.

- d. The significance of variable correlation is 13.235. Then the value is compared with t table with an error level of 5%  $df = n-2 = 32$ . The value of t table is 2.042. In accordance with the requirements of testing the hypothesis that  $t (13,235) > t \text{ table } (2,042)$  it can be concluded that the leadership of the Head of UPTD Pendidikan (X) has a positive and significant effect on the performance of the Principals of Elementary Schools (Y) in all Pakkat District, Humbang Hasundutan Regency, the research hypothesis is accepted.

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