

The Principal's Role As An Innovator in Improving Teacher Performance Motivation at Vocational Pembangunan National

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Abstract— This study aims to; (1) Examine the role of the principal as an innovator in increasing the motivation of teacher work in the National Development Vocational School. (2) Describe the efforts made by the principal to increase the motivation of teachers at SMK Pembangunan National. (3) Describe the results of the efforts made by the principal in increasing the motivation of teacher work at the National Development Vocational School. This research was conducted using a qualitative approach. The subjects of this study were principals and teachers at Vocational Pembangunan Nasioal. The steps set as the object of research are; (1) how the principal's role in increasing motivation. (2) how is the teacher's employment policy. (3) what is the role of the chief secretariat as an innovator. The results obtained in this study are that educators (teachers) at Vocational Pembangunan National have strengths and weaknesses in their performance. The efforts made by the principal of Vocational Pebangunan National to increase the motivation for teacher performance are; (a) Follow the rules applied by the leader, namely as the principal of the National Development Vocational School, (b) Streamline Training Using Technology, (c) Streamline Plateboarding Activities to Solve Problems in Material Mastery, (d) Physical Environment Regulation

Keywords—*role of principal, innovator, teacher performance*

INTRODUCTION

Schools are educational institutions in which there are various elements of members so that they require a clear and directed organizational concept, this is because in each educational institution there is a group of people who move together in carrying out joint duties in order to achieve the same goals, ranging from employees, students, teachers, and principals.

Ngalim Purwanto in his book mentioned that the principal is the highest position in the school so that thus the principal plays an important role, both related to schoolwork inside and outside the school.

The principal is a teacher who is tasked with leading a school to carry out the teaching and learning process where the teacher delivers the lesson and the student accepts what the lesson is delivered by the teacher. In other words, the Principal is a leader in the education unit who is in charge of running the manajemen of the education unit he leads.

Therefore, in the organizational structure of the school the principal generally occupies the top position. In charge of organizing the educational process and teaching and learning process in an effort to educate the nation's life. This is in accordance with the objectives of national education as stated in the National Education System Law Number 20 of [2003](#).

In school operations, the Principal is a person who plays a role in coordinating efforts to improve quality learning, so that the principal is responsible for coordinating all school officials in an effort to achieve educational goals at the school level. which he led. Of course, the principal is not the only one who is fully responsible for a school, because there are many other factors that need to be taken into account such as: teachers, students, and the environment that affects the learning process.

According to [6] the principal has a very important role in influencing the running of the system contained in a school. The principal is responsible for the implementation of education, school administration, development of other educational personnel, utilization and maintenance of facilities and infrastructure and acts as a supervisor in the school he leads.

As an innovator, the principal must have the right strategy to establish a harmonious relationship with his

environment, find and implement various updates in the school and develop innovative learning models.

Regulation of the Minister of National Education Number 13 of 2007 concerning School Principal Standards stipulates that there are 5 (five) dimensions of 4 competencies, namely: Personality, Managerial, Entrepreneurship, Supervision and Social. The principal is expected to be able to carry out his functions both as a manager and leader.

The Additional duties of the Principal to control and guide teachers in the education unit can be performed with the right leadership style. The principal's leadership style is very influential on the direction and goals of the school that was planned in advance, including how to optimize the teacher so that he can work well in the education unit.

According to [2] The Headmaster's leadership style should be able to motivate the teachers. The motivation from the Principal is in the form of constructive encouragement so that teachers become even more enthusiastic in carrying out their duties. Motivation from the Principal can be done when the teacher is doing teaching activities, when working on school administration, when carrying out tasks in the school area, or when the teacher is relaxing outside the hours to nerja. Any motivation from the Principal towards his teachers will foster enthusiasm for the teacher.

Explain that motivation starts from the existence of energy changes in the person these changes occur due to certain neurophysiological systems in the human organism. With the motivation in humans, a situation will be formed such as the motives that arise in oneself to do something 5 maximally. The appearance of motives that form a spirit in the self will help man to complete his task to the maximum.

In learning activities at school, motivation can be carried out by the Principal so that teachers in carrying out professional learning in accordance with the teacher's code of ethics so that teachers can work maximally. However, if we look at the current education system, especially in the school system, most principals have not given maximum motivation to the head teacher. This will certainly have an impact on teachers in working at the school.

Within the scope of the school system, the Principal has an important role to motivate teachers to work well. The principal should have formed a good manager with a clear task setting system. A good managerial system can be formed with the right leadership style of the principal. With the competencies possessed by the Principal, he should be able to use the right leadership style so that he

can motivate his subordinates to achieve the expected task goals.

In order for the school to achieve its goals in a technological and efficient manner, the principal must carry out managerial functions such as planning, organizing, Directing, providing motivation, implementing, organizing control, evaluation and innovation, a good principal is expected to form the implementation of learning carried out by good teachers, if the learning in schools is good, it will certainly produce good students and teachers.

METHODOLOGY

The approach used in the research is qualitative research. Qualitative Research is an inquiry strategy that suppresses the search for meaning, understanding, concept, characteristics, symptoms, symbols and descriptions of a phenomenon, focus and multimethod, is natural and holistic, prioritizes quality, uses several ways, and is presented narratively [1] The subjects in the study who were the resource persons in this study were the principals and teachers at smk Pembangunan Nasional because they were considered to be those who knew, understood, and experienced the problems proposed in this study.

The object of research is essentially the topic of the problem studied in the study to obtain data. The steps set as the object of research are by namely; (1) what is the role of the principal in improving motivation. (2) how is the teacher's employment policy. (3) what is the role of the chief secretariat as an innovator.

As for obtaining data in this study, the authors used several procedures are observation, interview, documentation. After the data is collected, it will be analyzed. The techniques of analysis used are data reduction, presentation and drawing conclusions

FINDING AND DISCUSSION

A. Identifying Teacher Performance in National Development Vocational Schools

The initial stage is carried out in the schools of Vocational Pembangunan Nasional by analyzing the internal and external factors carried out by the principal on the situation of educators in the school. In carrying out the analysis, researchers have made factors that exist in

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1. Following the rules applied by the leader, namely as the principal of Vocational Pembangunan Nasional

Based on the results of interviews with teachers at Vocational Pembangunan Nasional on the efforts of the principal in enforcing the rules applied in schools, teachers at Vocational Pembangunan Nasional are very disciplined towards the administrative time of teachers at Vocational Pembangunan Nasional always complete.

2. Streamlining Training Using Technology

Based on the results of interviews with teachers at smk Pembangunan Nasional, it is said that they felt the impact of the training provided by the principal. Teachers are starting to use technology in their learning, this can be seen in distance learning during the pandemic by utilizing the Whatsapp, YouTube, and Google Classroom applications.

3. Streamlining The Activities of The Plate to Solve Problems in Material Mastery

Based on the results of interviews with teachers at Vocational Pembangunan Nasional on training activities to solve problems in mastering the material, teachers felt very helped in innovating learning.

4. Physical Environment Settings

Based on the results of interviews with teachers, it is noted that the principal always provides a harmonious relationship or a calm work in the work, the teachers feel the connection because when the teachers experience problems the principal always provides solutions or direction to be able to solve the problem, So that the relationship can make teachers feel comfortable and calm.

As in the research journal "The Role of Leadership and Motivation of Principals in Improving Teacher Performance" by Mastuhi and Lutfiyani, [M.Pd.](#) I, it is said that the role of the principal in providing motivation for improving teacher performance is very necessary, it is proven that the motivation of the principal plays an important role in improving teacher performance and is even described in the results of the questionnaire that is distributed to be in the high category of influence. Also in the research journal "The Principal's Efforts as an Innovator in Improving His Performance at Tarbiyatul Athfal Elementary School" by Lailatu Zahroh, it is said that the principal's efforts as an innovator in improving their performance at Tarbiyatul Athfal Elementary School Surabaya, namely: a. Involving educators in upgrading, b. Providing opportunities for educators to improve their knowledge and skills by studying to the level of higher education, c.

Seeking to mobilize the learning outcomes evaluation team, and d. Keep up with the development of science, technology and art. This is in accordance with the results obtained by researchers at Vocational Pembangunan Nasional where the principal plays an important role in increasing the motivation of teacher performance with the efforts described above.

CONCLUSION AND RECOMMENDATION

As for the results of the efforts made by the principal of Vocational Pembangunan Nasional to increase the motivation of teacher performance, namely: In the efforts of the principal in enforcing the rules applied in schools, teachers at Vocational Pembangunan Nasional are very disciplined on time and the administration of teachers in Vocational National Development is always complete. In the principal's efforts in providing technology training, teachers began to use technology in their learning, this can be seen in distance learning during the pandemic. In the efforts of the principal in providing training activities to solve problems in mastering the material, teachers felt very helped in innovating learning. In the principal's efforts in setting up the physical environment, the teachers felt the connection, so that the relationship could make the teachers feel comfortable and calm.

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