

## **THE EFFECT OF SUPERVISION IMPLEMENTATION TOWARDS TEACHER PERFORMANCE AT SMKN BUSINESS MANAGEMENT GROUP IN PADANG CITY**

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### **Abstract**

This research aimed to obtain information on: Performance of teachers, Implementation of supervision and significant influence between the implementation of the supervision to the teachers performance at SMKN Business and Management in Padang. The hypothesis of this research is the implementation of academic supervision significantly affect to the teachers performance. The population this research are 125 people all of teachers. Samples 76 people were taken using Random Sampling. Instrument of research using questionnaire with Likert scale models that have been tested for validity and reliability. Data were analyzed using correlation and simple regression techniques with the help of statistical program SPSS version 20.0 IBMM. The results showed that: the performance of teachers enough category in the level of achievement of 71.49%. Implementation of supervision by the principal enough category in the level of achievement of 69.14% and Implementation of supervision by the principal positive effect on the performance of teachers at SMK Business and Management Group in Padang City of 9.3

**Keywords:** Implementation of Supervision, Teachers Performance

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### **I. INTRODUCTION**

The teacher is once factors to determining the success of the learning process in schools. Without the teachers, student will not be able to learn well and any school purpose can not be achieved effectively and efficiently. In this case, teachers are expected to be willing and able to carry out the duties and responsibilities that have been entrusted to him as well as possible. So that more easy to create a high performance of teachers and students' success in school and the aims of the school may be achieved well. Depdiknas argues that: "the performance is something that is achieved, the ability to work and the potential shown".

Emphasized by Fatah on [1] said that: "The performance is the ability to carry out the task or job that is in accordance with the attitude, knowledge and skills and motivation.

Based on the experts opinion above it can be concluded that, performance is the ability or achievement in executing its duties and responsibilities in accordance with the organization aims.

The teacher performance in question is the performance or capabilities of teachers is reflected in the way of educating, teaching and guiding of

students fortified with discipline, responsibility and professional of teachers in the learning process. So it can be seen that the teacher's task is not only to teach.

Therefore, it can be concluded that the success of school's in achieving its objectives depends on how teachers implement or carry out their duties at the school, which is reflected in the resulting performance of teachers. Low sense of responsibility and discipline of a teachers indicates that teacher performance is not maximized. Otherwise, the higher sense of responsibility and discipline of a teacher the better the performance of the teacher. Therefore, So that the teachers need to improve they performance to objectives school can be achieved as well so that the school productivity increases.

To determine the level of teacher performance, need to know the indicator of the performance. According [2] "indication of the declining performance of employees is reflected in the level of employee loyalty, employee job performance, responsibilities of employees, adherence to employee, employee honesty, cooperation of employees and employee initiative". While of [3] argues that the "low or high employee performance can be seen on the honesty, obedience, discipline, initiative, creativity, adaptability, commitment, motivation (will), manners, etc".

Based on opinion above can be concluded that to be indicators of the teachers performance in this study are: (a) responsibility, (b) the discipline of work, (c) loyalty to work, (d) employment initiative

Many factors affect to the teachers performance, one of the factors that affect the teachers is performance is implementation of the supervision by the principal. As revealed [4] that "one of the efforts that can be done to improve the performance of teachers in performing their duties of supervision can be done through education ...". As revealed [4], that supervision is a coaching activities planned to help teachers and school officials in carrying out their duties effectively.

Further more described [6] that "... teachers need to constantly supervised professional abilities, because with continuous supervision they will updating their professional ability". Meanwhile, according to Muhammad, et al (2000: 1) explains that there are several reasons why supervision is important to do, namely: (1) The nature of individuals; A teacher usually has limitations and drawbacks both in terms of knowledge and the professional ability. Limitations and shortcomings that need to be constantly nurtured and enhanced through supervision activities. (2) Development of Science and Technology; A teacher should be able to adjust to the changes that occur, particularly changes in the curriculum. With the development of science and technology, the teachers are required to be more varied and innovative in the learning process, so as to increase the motivation to learn from the students themselves, (3) Job Growth; As professionals, teachers must continue to strive to develop their profession in accordance with its order to feel satisfied with the positions gained. One form of attention to the growth of the teacher task indicated by providing assistance, guidance and motivation to teachers who have difficulty in his job development.

Oliva in [7] states that the purpose of the implementation of supervision, namely; helping teachers to develop an instructional process, helping teachers in translating and developing curriculum and assist to the development of the school staff. Therefore the purpose of the implementation of the supervision is to provide convenience and help teachers along with other school staff in an effort to develop their potential to the fullest.

Some of the activities in the implementation of supervision that are:

#### **SUPERVISION PREPARATION**

[8] explains that there are some things that must be prepared prior to carrying out the supervision, among others; 1) Formulate the purpose of supervision performing; 2) the reason why the supervision activities need to be done, so it can be

determined priorities can be established technique of achievements and implementation; 3) how the technique or method to achieve the objectives that have been formulated; 4) any party involved in the activities to be carried out; 5) when the time of implementation and 6) what are the things required in the implementation, as well as how to obtain the necessary things such.

## SUPERVISION IMPLEMENTATION

Procedures of supervision implementation according to Riva'i by the [9] argues that;

1) The collection of data about the overall teaching and learning situation.

The collection of data about the overall learning process according to Muhammad, et al aimed to identify the weaknesses and shortcomings of teachers in implementing the learning process. Data collected includes data of students, teachers, teaching programs, learning media, as well as the circumstances of the class.

2) Assess on the success of teachers and students and concluded the supporting factors and obstacles in the learning process

Assessment in the learning process can be done by way of discussion among teachers, personal meetings and a joint meeting with the teachers. According [10], this assessment is done to determine how far the goals set to be achieved and to know the strengths and weaknesses of the programs that have been implemented.

3) Detecting weaknesses possessed by the teacher during the learning process takes place

Muhammad explains that in order to detect weaknesses that a teacher, a supervisor must consider several issues related to the implementation of the task of the teacher is the appearance of the teacher in front of class, mastery of the subject matter, the use of teaching methods, relationships between personnel and administration class. Furthermore, supervisors and

teachers together estimate weaknesses and deficiencies that exist on the teacher. Detection of this weakness can be done by means of personal meetings, staff meetings and consultations with resource persons.

4) Fix the weakness evident in the teacher during teaching and learning activities in progress

Efforts to fix weaknesses that teachers have to do by providing information directly or indirectly, teaching demonstration, visit the classroom/school visit, giving reading assignments and provide the opportunity to attend upgrading courses in various forms by the principal.

5) To develop the ability possessed by the teacher.

Development of the abilities held by teachers will overcome the deficiencies of teachers, so that the implementation of the tasks to be better teachers. Coaching is an activity that fosters a positive attitude to the teachers to be able to assess themselves and strive to develop themselves to the formation of skills and mastery of science. Coaching can be sustainable for the long term, so that teachers are expected to be more professional in carrying out the learning process.

## SUPERVISION EVALUATION

The evaluation is done to determine whether the purpose of the implementation of supervision have been achieved, and the things what has been done and what things are not yet implemented. The evaluation of supervision performed for all aspects, including the results, processes and implementing academic supervision.

## FOLLOW-UP THE SUPERVISION

[11] suggests several things that can be done by the principal as a follow-up of supervision that have been made, namely:

1) Provide feedback to the teacher based on the data of supervision

2) Encourage teachers to consider alternative learning goals, methods and reasons

3) Giving teachers the opportunity to practice and comparisons

The purpose of this study was to obtain information about the performance of teachers and the implementation of the supervision and see the impact of the implementation of the supervision of the performance of teachers at SMKN business management in Padang.

## II. METHODS

The population in this research were as many as 151 teachers. The size of the study sample was 76 teachers were taken using Sample Random Sampling technique. Collecting data using the questionnaire with Likert scale models that have been assessed for validity and reliability. The data were processed using simple regression formula. Data analysis was performed with the aid of a computer program SPSS version 20.0 statistical IBM.

## III. RESULTS AND DISCUSSION

### A. Results

The results of data processing descriptive variables of teacher performance and variable implementation of supervision by the principal can be seen in Table 1.

Table 1. Summary of Results

Variable	Mean	% Achievement Level	Interpretation
Teacher performance	132,26	71,49%.	Enough
Supervision Implementation	134,83	69,14 %	Enough

The table above is generally seen that the performance of teachers and the implementation of supervision by the principal are equally to be the achievement enough. Furthermore, to determine the effect of the implementation of the supervision of the performance of teachers used a simple regression analysis. based on the results of data analysis showed that the simple regression equation as follows, namely

$$Y = a + B1X = 162.838 + 305 X$$

A regression coefficient of 0.305 states that any additions (due to rise>) one score / value supervise implementation will give rise to a score of 0,305.

Furthermore, to determine the significance of a simple regression to compare between a probability value of 0.05 with a probability value of sig is seen that the column sig (significant) variable YX turns probabilitas value sig = 0.007 <0.05 or 0.05> 0.007, meaning that the regression coefficient is significant. Furthermore, the value of R Square is 0.093, meaning that the implementation of the supervision gives the effect of 0.093, or 9.3% of the teacher's performance while the remaining 90.7% is influenced by other factors. Thus it can be said that the implementation of the supervision take effect significantly on teacher performance SMKN Business Management Group in Padang at 9.3%. This means that if the better implementation of supervision conducted the principal, the higher the performance of teachers in performing their duties.

### B. Discussion

Description of research data shows that the performance of teachers in the category enough. This needs to be improved. Among the efforts that can be done to improve the performance of the teacher is to enhance the capabilities and skills of teachers through MGMPs, providing motivation to teachers, to enable the principal's role as a supervisor is through supervision and training improved performance. This is caused the purpose of supervision is to provide assistance to teachers

to enhance their ability to improve their performance in the execution of their duties.

Descriptive analysis showed that the implementation of supervision at SMKN Business Management Group in Padang has been implemented with sufficient and needs to be improved further. Efforts should be made to improve the implementing supervision by principals include enhanced understanding, abilities and skills of principals to provide follow up of the implementation of supervision that has been done through training. Besides that, it is also necessary motivation and perception within the principal to supervise well as possible and with a heightened awareness because of the competence of supervision is one of the competencies that must be held as a school principal so that supervision is carried out by the principal in accordance with the expected goals. As noted [12] that supervision is an attempt or effort that would allow teachers to grow professionally, so that teachers can more forward again in carrying out its mission. Furthermore [13] states that supervision is a service process for assisting or fostering teachers causing improvement and increased professionalism of teachers.

Implementation of supervision significantly influence the performance of teachers by 9.3%. These findings are in accordance that supervision is carried out is expected to increase and improve the ability of teachers to a better direction. That is the theory proposed [15] about the factors that affect performance include the implementation of supervision, proved even if only 9.3% and 90.7% influenced by other factors. That is, of implementation of supervision is not so great influence on teacher performance. In other words, the implementation of supervision is in fact not the dominant factor affecting the performance of teachers.

#### **IV. CONCLUSION/RECOMENDATION**

Based on the research and discussion above, it can be concluded that the performance of teachers and the implementation of supervision in the category enough at. The Implementation of supervision by

the principal positive effect on the performance of teachers at SMKN Business Management Group in Padang. This means that the better implementation of the supervision by the higher school principal or increasing the performance of teachers in performing their duties.

Along with the above conclusion is expected of teachers as educators who deal directly with learners in the learning process in the classroom should strive to always improve performance through self-reliance and self-awareness of the importance of the role and duties as educators.

For the principal of SMK Business Management Group in Padang is expected to foster the performance of teachers through the implementation of supervision as well as possible and with a heightened awareness because of the competence of supervision is one of the competencies that must be held as principal.

For school inspectors and related Education Department is expected to provide training for principals on the implementation of supervision so that the principal has full knowledge and skills in the implementation of supervision at school as well as the implementation of the supervision by the leader of the school can be more efficient.

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