

# Factors That Affect the Performance of Teachers Senior High School in the Area of Semarang Regency

Soedjono<sup>1\*</sup>, Heri Prabowo<sup>2</sup>

<sup>1</sup>STIEPARI Semarang, Jl. Lamongan Tengah No.2, Bendan Ngisor, Gajahmungkur, Kota Semarang, Jawa Tengah 50233, Indonesia

<sup>2</sup>PGRI Semarang University, Jalan Sidodadi Timur Nomor 24 - Dr. Cipto, Semarang, Jawa Tengah 50232, Indonesia

\*Corresponding author: Soedjono

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## Abstract

This study aims to determine how the significant role between the role of Leadership and Communication on Teacher Performance in Semarang High School. Respondents in this study were high school teachers in the Semarang region with a sample of 81 respondents. The results showed that leadership and communication had an effect on the performance of teachers in senior high schools in the Semarang District.

**Keywords:** Leadership, Communication, performance.

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## INTRODUCTION

At the managerial level, an institution, one of which is in High School, it is very important that someone is there to direct, lead, make decisions and resolve problems that occur in their work environment. As a capable leader, you must understand the ways to manage the overall activities with concepts, planning patterns and also coordination with all departments in high school. As an ideal leader can use formal authority to organize, direct, and control the subordinates who are responsible, so that all parts of the work are coordinated in order to achieve company goals. Leaders must also establish effective working relationships through collaboration with the people they lead. Thus all work programs will be carried out thanks to the help of people who are led, because each leader cannot work alone, and it is impossible to act with his power to govern others to work solely for himself.

In addition to the quality leaders needed, high school must also be able to balance the acceleration of information flow and the high intensity of information related to daily operational activities. The communication system between components in senior high schools must be able to support the operation of senior secondary schools, the smooth flow of information can improve the operational performance of the organization so that senior high schools are able to achieve their business targets. Submission of communication and interacting socially is very influential, and if a failure occurs it will have a very broad and unfavorable impact. Especially for a Senior High School who is required to have communication

skills to create a good image of high school guests, weak communication will have an impact on the implementation of activities, one of which is the loss of business opportunities that should be utilized. As well as the length of communication and poor management of information systems can lead to errors which then lead to misunderstandings.

One of the determinants of Teacher performance is the problem of leadership and communication with fellow High School Teachers, and like most other Senior High Schools, Semarang District High School has problems with leadership and communication, such as leadership that is less open to the teacher, and determines policy new policies without consulting other teachers first, so that the Teacher feels dissatisfied and the new policies implemented are ineffective. Other problems that occur in high school are the delivery of messages that are less correct and correct, causing the work to be slow and repeated again, because the messenger of the message does not directly convey the message, but instead uses an intermediary. In addition, there is a lack of coordination between teachers so that the work done on a team takes longer to process. Based on the background above, researchers felt compelled to carry out research aimed at finding out how much influence leadership and communication had on the performance of Teachers in High Schools in Semarang Regency.

## LITERATUR REVIEW

## Leadership

Leadership [1] broadly covers the process of influencing and determining organizational goals, motivating followers' behavior to achieve goals, influencing to improve groups and culture. In addition, it also affects the interpretation of the events of its followers, organizing and activities to achieve goals, maintaining cooperative relationships from people outside the group or organization. Operationally the main functions of leadership can be divided into five, namely:

### a. Instruction function

This function is one-way communication. The leader as a communicator is the party that determines what, how, when and where the order is done so that decisions can be carried out effectively. Effective leadership requires the ability to move and motivate others to carry out orders.

### b. Consultation Function

This function is two-way communication. In the first stage in an effort to implement decisions, leaders often require consideration, which requires that they consult with the people they lead who are considered to have various information materials needed in making decisions. The next stage of consultation from the leadership of the people who are led can be done after the decision has been established and is under implementation. Consultation is intended to obtain input in the form of feedback (feedback) to improve and refine the decisions that have been established and implemented. By running the consultative function, it can be expected that the leadership decisions will get support and more easily instruct it, so that leadership takes place effectively.

### c. Participation function

In carrying out this function leaders try to activate the people they lead, both in participation in making decisions and in carrying out them. Participation does not mean free to do everything, but it can be done in a controlled and directed manner in the form of cooperation by not interfering with or taking on other people's basic tasks. The participation of leaders must function as leaders and not implementers.

### d. Function of Delegation

This function is carried out by delegating authority to make / determine decisions, either through approval or without the approval of the leadership. This delegation function basically means trust. The recipients of this delegation must be believed to be servants of leaders who share the same principles, perceptions and aspirations.

### e. Control function

The control function means that successful or effective leadership is able to regulate the activities of its members in an effective and coordinated manner so

as to enable maximum achievement of common goals. The control function can be realized through guidance, direction and supervision activities.

## Communication

Communication [2] is face-to-face interaction between two or several people, where the sender can deliver the message directly, and the recipient can respond directly as well. The criteria used are who uses, message content, timeliness, format communication media, and message source.

### a. Content recipient / user

Namely the actual recipient of the message vs. the recipient of the intended message (the accuracy of the recipient of the message).

### b. Punctuality

The timeliness in question is the accuracy on schedule or deviation of the schedule for delivering the message. The message received is right or not when needed.

### c. Media

Is the channel used vs. the channel that should be used. Is the message delivery channel in accordance with the appropriate channel according to the type of message.

### d. Fill in the message

Includes complete contents, ease of understanding and up-to-date messages.

### e. Source

The person who delivers the message is the person who has the capacity to convey the message.

## Performance

Performance [3] is a translation of performance which means the work of a worker, a management process or an organization as a whole, where the results of the work must be demonstrated concretely and can be measured (compared to predetermined standards). Said that performance includes several aspects, namely; quality of work (Quality of work), promptness (promptness), initiative (initiative), capability (capability), and communication (communication).

## Hypothesis

Based on the research background and the problems to be studied, the following hypotheses can be taken:

- There is a positive and significant influence of leadership on the performance of Teachers in High Schools in Semarang Regency
- There is a positive and significant influence of communication on the performance of Teachers in Senior High Schools in Semarang Regency

## ANALYSIS OF RESULTS AND CONCLUSIONS

Data analysis is carried out in testing hypotheses that are useful for knowing the influence of

leadership, communication on performance. The results of the analysis are presented in the following table:

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.993	2.045		3.908	.000
	leadership	.666	.075	.703	8.840	.000
	communication	.180	.077	.185	2.330	.022
a. Dependent Variable: Kinerja Guru						

- The regression coefficient of leadership on the decision to stay has a positive value of 0.703 with a significance of 0,000, giving the understanding that the better communication increases performance.
- The results of the regression variable communication variables on the decision to stay have a positive parameter value of 0.185 with a significance of 0.022, meaning that the better the communication, the more it increases teacher performance.

### Effect of Leadership on Teacher Performance

The results showed that there was a positive and significant influence of leadership variables on the variable performance of the teacher. Leadership influences Teacher Performance in Senior High Schools in Semarang Regency. The results of this study are in line with previous research [4] which shows that leadership is an important factor for teacher effectiveness. Other studies [5] also show the same results, namely leadership styles influence teacher performance. Subsequent research [6] provides the conclusion that principals' leadership influences teacher performance.

The results of the study mean that high school leaders should be able to respond to this condition by maintaining such a way of leadership so that it can continue to improve the performance of the teacher as has been done so far. In this study shows that leadership has the greatest influence, meaning effective leadership will also have an impact on improving teacher performance. Kepemimpinan.

### Effect of Communication on Teacher Performance

The results of the study indicate that there is a positive and significant influence on the communication variable on the variable performance of the teacher. Hail in accordance with the statement [7] that communication is a transfer of meaning and understanding of meaning to other people in the form of symbols, symbols, or certain languages so that people who receive information understand the purpose of the information, of course cooperation and understanding the intentions desired by the leader of the teacher, it can occur if the communication that occurs can be understood by everyone, thus if the communication goes well then the performance of the teacher will also increase, conversely if the communication does not go well then the performance of the teacher will downhill.

The results of this study are similar to research [8] which shows that communication has an effect on performance. In harmony with research [9] with the conclusion that communication has a positive and significant effect on performance.

Communication that has been built and interwoven should need to be improved and improved again, considering that communication is the lowest variable in this study. Improving communication can be by speaking politely and subtly, using language that is easy to understand and using media that fits the content of the message and good quality. Thus the communication that has been running well will be better and can improve the performance of the teacher for the progress of the company.

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