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The Influence of Madrasah Head Leadership and Work Climate on Teacher Performance of Madrasah Aliyah Negeri 2 Bandung District

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ABSTRACT

Research with the aim of analyzing the influence of leadership from Madrasah heads and to analyze work climate on teacher performance. Data collection techniques are (1). Documentation in the form of archives regarding the number of teachers, Madrasah profiles, and Madrasah facilities. (2). The questionnaire includes written questions to obtain information from respondents (3). Interview with respondents to obtain complete information. (4). Observation to obtain observed data from the research environment. The research results were obtained from simple linear regression calculations and multiple regression. From the results of a simple linear regression, it can be concluded that there is a significant influence of Madrasah head leadership on teacher performance, namely 0.26%), and there is an influence between work climate on teacher performance, namely 0.031%). The influence of Madrasah head leadership and work climate on teacher performance is -0.0010%).

Keywords: Madrasah Principal Leadership, Work Climate, Teacher Performance

A. INTRODUCTION

Leadership is the ability to influence people or groups to achieve a goal. Leadership is an activity in influencing and guiding a group with all its relevance so that the group's goals are achieved. Leadership is very necessary both in government, organizations and in Madrasas.

Every Muslim individual is fully aware that he was born as a leader, as narrated in a very popular hadith, the Prophet Muhammad said, "Each of you is a leader and will be asked to be responsible for his leadership" (HR. Muslim). The role of a leader is a self-image that is inherent in humans, especially those who claim to be Muslims. The Head of the Madrasah is the person who is given the task and responsibility of managing the Madrasah, collecting, utilizing, and mobilizing all the potential of the Madrasah optimally to achieve its goals.

With good leadership, the Madrasah head will be able to influence the performance of teachers in carrying out their duties well. (Rachel. 2016). So the quality of education in Madrasah will be better. So the leadership role of the Madrasa head is very necessary to improve the quality of education in Madrasah

The working climate in Madrasas is very necessary for teachers to carry out learning in Madrasah. The work climate in Madrasas is the atmosphere of working, learning, communicating, and socializing in educational organizations. Freiberg emphasized that a healthy working climate in Madrasah makes a significant contribution to the process of effective teaching and learning activities (KBM).

Meanwhile, teachers need to improve their performance with effective management. Furthermore, it can be said that the teacher's performance itself includes preparing learning plans, implementing teaching and learning interactions, assessing student learning achievement, implementing follow-up on student assessment results.

B. RESEARCH METHOD

This research aims to examine the influence of the Madrasah head's leadership and work climate on the performance of Madrasah Aliyah Negeri 2 Bandung Regency teachers. (Arikunto, S. 2013).

1. Data collection technique

This research method uses quantitative methods with simple linear regression analysis and multiple regression.

a. The documentation method is used to determine the number of teachers, Madrasah profiles, as well as data about Madrasah facilities.
b. The questionnaire method is several written questions used to obtain information from respondents with several questions.

2. Data analysis

With data analysis requirements, namely as follows:

a. The normality test is intended to determine the normality of research variable data. If the normality test of the distribution is normal, the results of statistical calculations can be generalized to the population.
b. Homogeneity Test to determine the homogeneity of variables X1, and Y, with homogeneous data if the P value is greater than 0.05, and if P is less than or equal to 0.05, then the data is declared inhomogeneous. This test uses the computer assistance Excel program.
c. This multicollinearity test aims to test multiple regression to find a correlation between independent variables. To detect multiple collinearity in the multiple regression model by analyzing the Variant Inflation Factor (VIF) value not exceeding 10, or <0.05.
d. Hypothesis testing to predict the independent variable (X) and the dependent variable Y, it is known that simple regression can be analyzed because there is a cause-and-effect relationship between the independent variable (X) and the dependent variable (Y).

C. RESULTS AND DISCUSSION

Test results to accept or reject the hypothesis that there are questions that are valid or not can be done by comparing the calculated r-value with the r-table value at n=30 and df=95%. If the r-calculated value > r-table then the instrument is valid, and conversely, if the r-calculated <r-table value means the instrument is invalid. (Garaika, Garaika. 2020). Data on validity and reliability results produced using the Excel program can be seen in the table below:

$$r_{11} = \left[\frac{k}{(k-1)}\right]\left[1 - \frac{\sum \sigma_b^2}{\sigma_t^2}\right]$$

$r_1 = [\ k / k{-}1\ ]\ \ [1 - \sum \sigma i^2 / \sigma i^2\ ]\ r1 =$

$[\ 30 / 30 - 1\ ]\ [1 - 17{,}445 / 156{,}093] = 9{,}8192$

r count > r table, meaning that the research instrument is said to be reliable and can be used as a data collection tool.

Table 1. Recapitulation of validity and reliability testing results Work climate (X2)

Question Item No	r-value Calculate	r value Table	Information
1	0.6615	0.3610	Valid
2	0.5815	0.3610	Valid
3	0.5995	0.3610	Valid
4	0.7295	0.3610	Valid
5	0.7765	0.3610	Valid
6	0.8255	0.3610	Valid
7	0.7955	0.3610	Valid
8	0.5034	0.3610	Valid
9	0.5340	0.3610	Valid
10	0.7455	0.3610	Valid
11	0.6630	0.3610	Valid
12	0.6885	0.3610	Valid
13	0.6070	0.3610	Valid
14	0.6875	0.3610	Valid
15	0.5680	0.3610	Valid
16	0.8145	0.3610	Valid
17	0.5385	0.3610	Valid
18	0.5565	0.3610	Valid
19	0.6260	0.3610	Valid

The data in the table above shows that question items number 1 to. 19 valid.

$$r_{11} = \left[\frac{k}{(k-1)}\right]\left[1 - \frac{\sum \sigma_b^2}{\sigma_t^2}\right]$$

$r1$ = 30/ 30-1 = [1 - 8.729/ 65.857 = 8.8150

r count > r table, meaning that the research instrument is said to be reliable and can be used as a data collection tool.

Table 2. Recapitulation of validity and reliability testing results for Teacher Performance (Y)

Question Item No	r-value Calculate	r value Table	Information
1	0.8535	0.3610	Valid
2	0.9365	0.3610	Valid
3	0.6190	0.3610	Valid
4	0.4885	0.3610	Valid
5	0.6195	0.3610	Valid
6	0.8305	0.3610	Valid
7	0.8680	0.3610	Valid
8	0.8515	0.3610	Valid
9	0.7920	0.3610	Valid
10	0.4210	0.3610	Valid

The data in the table above shows that question items number 1 to. 14 valid.

$$r_{11} = \left[\frac{k}{(k-1)}\right]\left[1 - \frac{\sum \sigma_b^2}{\sigma_t^2}\right]$$

$r1$ = 30/ 30-1 = [1 – 2.817 / 13.872 = 7.8999

r count > r table, meaning that the research instrument is said to be reliable and can be used as a data collection tool.

1. **Analysis requirements test results**

The analytical requirements tests used in this research are: the normality test and homogeneity test

2. **Normality Test**

The normality test is intended to determine the normality of research variable data. If evidence of normality shows a normal distribution, then the results of statistical calculations in this research can be used. (Desi Kristanti. 2019). The data normality test analysis technique in this research uses the Excel statistical program with hypothesis criteria

Ho is rejected if X^2count ≤ X^2table

Ho is accepted if X^2count >X^2table

Table: 3 Normality test of principal data (X1)

No.	Skor
1	90
2	95
3	120
4	100
5	120
6	90
7	80
8	100
9	75
10	90
11	80
12	95
13	95
14	100
15	95
16	95
17	90
18	65
19	120
20	95
21	80
22	105
23	95
24	90
25	90
26	95
27	85
28	85
29	80
30	85

a. Range: 122 – 67: 55
b. Number of Classes : 1 + 3 Log n : 1 + 3 Log 30 : 6
c. Class Length: range/number of classes: 55/6: 9

Data	Midpoint (xi)	Frequency (fi)	fix	xi^2	$fixi^2$
65 - 73	10	2	140	4760	9520
74 - 83	80	4	310	6085	24335
84 - 93	90	9	790	7745	69695
94 - 103	100	11	1080	9605	105645
104 -113	110	2	215	11665	23330
114 - 123	120	2	235	13925	27850
Amount		**30**	**2770**		**260374**

3. Average standard deviation (SD)

$$\bar{X} \frac{\sum fixi}{\sum fi}$$

$$\bar{X} \frac{260374}{}$$

Ssd $\sqrt{2060374^2/30 - 2272^2/30}$ sd = 11,89

Data	Observation Frequency (Oi)	Class Limits	Z value		wide		wide Interval class	Expected frequency (Ei)	$(Oi - Ei)^2$ / Ei
					0	**Z**			
65 - 75	2	64,5 - 73,5	2,35	1,59	0,4906	0,4441	0,0465	1,395	0,2624
76 - 85	4	73,5 - 83,5	1,59	0,75	0,4441	0,2734	0,1707	5,121	0,2454
86 - 95	9	83,5 - 93,5	0,75	0,09	0,2734	0,0359	0,2375	7,125	0,4934
96 - 103	11	93,5 - 103,5	0,09	0,93	0,0359	0,3238	0,2879	8,637	44,6465
104 -115	2	103,5 - 113,5	0,93	1,77	0,3238	0,4616	0,1378	4,134	9,1016
115 - 125	2	113,5 - 123,5	1,77	2,62	0,4616	0,4956	0,034	1,02	8,9416
	30								**61,6885**

4. **Real level (α)**
   a. Degrees of freedom (dk)

      dk = number of classes – 3 = 6 – 3 dk = 3
   b. Real level

      X^2table=X^2(1-α)(dk)

      = (1 – 0.5)(3) = (0.95)(3) = 7.81

Based on the calculation results above, the value of X^2count = 61.6885 and X^2table = 7.81. Because the value of X^2count >X^2count then Ho is accepted, so it can be continued to prove the hypothesis in this research.

Table: 4 Work Climate Normality Tests (X2)

No	Score
1	77
2	75
3	95
4	87
5	94
6	75
7	72
8	76
9	73
10	72
11	70
12	75
13	76
14	76
15	74
16	74
17	74
18	66
19	93
20	74
21	63
22	82
23	70
24	66
25	68
26	69
27	69
28	74
29	75
30	64

   a. Range: 95 – 63: 32
   b. Number of Classes : 1 + 3 Log n : 1 + 3 Log 30 : 6
   c. Class Length: range/number of classes: 32/6: 5

Table 5 Data Midpoint and Frequency

Data	Midpoint (xi)	Frequency (fi)	Fixi	xi²	fixi²
63 - 70	65,5	5	327,5	107256,5	536281,25
71 - 75	71,5	12	858	736165	8833970
76 - 81	77,5	8	620	384400	3075200
82 - 87	83,5	1	83,5	6972,25	6972,25
88 - 93	89,5	1	89,5	8010,25	8010,25
94 - 99	95,5	3	286,5	82082,25	246246,75
Amount		30	2265		12706678,5

5. Average standard deviation

$\bar{X} \sum fixi \sum fi$

$\bar{X}$ 2265 30 $\bar{X}$ = 75,5 sd =

$\sqrt{\sum fixi2\ n - (\sum fixi\ n)\ 2}$ sd =

$\sqrt{}$ 12706678,5 30 − (2265 30) 2 sd = 646,95

Data	Observation Frequency (Oi)	Class Limits		Z value		wide		wide Interval class	Expected frequency (Ei)	$\frac{(Oi - Ei)^2}{Ei}$
						0	**Z**			
63 - 68	5	62,5	68,5	-0,02	-0,01	0,0080	0,0040	0,0040	0,12	198,4535
69 - 74	12	68,5	74,5	-0,01	0,00	0,0040	0,0000	0,0040	0,12	1176,1200
75 - 80	8	74,5	80,5	0,00	0,01	0,0000	0,0040	0,0040	0,12	517,4535
81 - 86	1	80,5	86,5	0,01	0,02	0,0040	0,0080	0,0040	0,12	6,4535
87 - 92	1	86,5	92,5	0,02	0,03	0,0080	0,0120	0,0040	0,12	6,4535
93 - 98	3	92,5	98,5	0,03	0,04	0,0120	0,0160	0,0040	0,12	69,1205
Amount	**30**									**1974,0535**

6. Real level (α

Degrees of freedom (dk)

dk = number of classes – 3 = 6 – 3

dk = 3

Real level

$X^2table=X^2(1-\alpha)(dk)$

$= (1 – 0.5)(3)$

$= (0.95)(3) = 7.81$

Based on the calculation results above, the value of $X^2count = 1974.0533$ and $X^2table = 7.81$. Because the value of $X^2count > X^2table$ then Ho is accepted, so it can be continued to prove the hypothesis in this research.

7. Homogeneity Test

The Homogeneity Test is intended to determine the homogeneity (similarity) of the dependent variable variants to the independent variable using the F test. A data is homogeneous if the P value is greater than 0.05. This test was carried out manually using the Excel program.

Table: Leadership homogeneity test (X1) on teacher performance (Y)

No	X1	Y	$X1^2$	Y^2	X.Y
1	92	40	8464	1600	3680
2	96	40	9216	1600	3840
3	118	43	13924	1849	5074
4	101	42	10201	1764	4242
5	120	45	14400	2025	5400
6	88	40	7744	1600	3520
7	81	40	6561	1600	3240
8	100	40	10000	1600	4000
9	73	40	5329	1600	2920
10	90	40	8100	1600	3600
11	80	48	6400	2304	3840
12	97	40	9409	1600	3880
13	97	40	9409	1600	3880
14	98	40	9604	1600	3920
15	96	40	9216	1600	3840
16	97	40	9409	1600	3880
17	92	37	8464	1369	3404
18	67	25	4489	625	1675
19	22	44	14884	1936	5368
20	95	40	9025	1600	3800
21	82	44	6724	1936	3608
22	107	45	11449	2025	4815
23	94	40	8836	1600	3760
24	90	40	8100	1600	3600
25	92	40	8464	1600	3680
26	94	40	8836	1600	3760
27	84	41	7056	1681	3444
28	84	39	7056	1521	3276
29	81	37	6561	1369	2997
30	85	39	7225	1521	3315
Amount	2793	1209	264555	49125	113258

Based on the calculations above, the data shows homogeneity, this is proven from F count < F table, 3.35 < 4.18 so it can be continued to prove the hypothesis in this research.

Table: Work climate homogeneity test (X2) on teacher performance (Y)

No	X2	Y	$X2^2$	Y^2	X2.Y
1	77	40	5929	1600	3080
2	75	40	5625	1600	3000
3	95	43	9025	1849	4085
4	87	42	7569	1764	3654
5	94	45	8836	2025	4230
6	75	40	5625	1600	3000
7	72	40	5184	1600	2880
8	76	40	5776	1600	3040
9	73	40	5329	1600	2920
10	72	40	5184	1600	2880
11	70	48	4900	2304	3360
12	75	40	5625	1600	3000
13	76	40	5776	1600	3040
14	76	40	5776	1600	3040
15	74	40	5476	1600	2960
16	74	40	5476	1600	2960
17	74	37	5476	1369	2738
18	66	25	4356	625	1650
19	93	44	8649	1936	4092
20	74	40	5476	1600	2960
21	63	44	3969	1936	2772
22	82	45	6724	2025	3690
23	70	40	4900	1600	2800
24	66	40	4356	1600	2640
25	68	40	4624	1600	2720
26	69	40	4761	1600	2760
27	69	41	4761	1681	2829
28	74	39	5476	1521	2886
29	75	37	5625	1369	2775
30	64	39	4096	1521	2496
Jumlah	2248	1209	170360	49125	90937

Based on the calculations above, the data shows homogeneity, this is proven from F count < F table, 2.18 < 4.18 so it can be continued to prove the hypothesis in this research. (Reza Ahmadiansah, 2016). From the two tests above, namely the normality test and homogeneity test, the output shows that the data is acceptable. So it can be concluded that all the assumptions above have met the requirements to be able to use this data in this research

8. Hypothesis test

Based on the problem formulation and research objectives, the hypotheses to be tested in this research are:

a. There is a significant influence between the principal's leadership on the performance of teachers at SMA Negeri 2 Negeri Katon, Pesawaran Regency. There is a significant influence between the work climate of teachers on the performance of Madrasah Aliyah Negeri 2 Bandung Regency.
b. There is a significant influence of the Principal's Leadership and the teacher's work climate together on Teacher Performance at Madrasah Aliyah Negeri 2 Bandung District.

Hypothesis testing uses simple linear regression, namely the first hypothesis and the second hypothesis, and uses multiple linear regression to answer the third hypothesis.

9. Testing the first hypothesis of the influence of principal leadership on teacher performance. (X1)

Madrasah Aliyah Negeri 2 Bandung Regency. The results of a simple regression analysis to answer and analyze the first hypothesis, namely regarding the influence of the principal's leadership on teacher performance. (Kasmianti, Mia. 2018). This test was carried out in two ways, namely manually with the help of the Excel computer program. The results obtained are as follows:

Significance value and the P-value value is 5.7841 on that 5.621, meaning there is an influence of leadership on teacher performance. R-Square obtained was 0.26%, the influence of leadership on teacher performance = 0.26%.

10. Testing the second hypothesis. The influence of work climate on teacher performance at Madrash Aliyah Negeri 2 Bandung District (X2)

The results of a simple regression analysis answering and analyzing the second hypothesis, namely regarding the influence of work climate on teacher performance at Madrasah Aliyah Negeri 2 Bandung Regency, can be seen in computer calculations using the Excel program. The calculation results are obtained as follows:

11. Results

The results of hypothesis testing show that there is an influence of Principal Leadership on Teacher Performance, Work Climate on Teacher Performance, and Principal Leadership and Work

Climate together on Teacher Performance. This means that all hypotheses put forward in this research are accepted.

This shows that the leadership of the principal of SMA Negeri 2 Katon Pesawaran Regency (X1) based on the test results on the first hypothesis obtained a coefficient of determination of 0.26%. Besides that, based on testing the second hypothesis, a coefficient of determination was obtained of 0.15%.

D. CONCLUSION IMPLICATIONS AND SUGGESTIONS

1. Conclusion

a. From the results of the findings, analysis and discussion, conclusions can be drawn, including the following:
b. So there is a significant influence of madrasa leadership on the performance of teachers in Madrash Aliyah Negeri 2 Bandung Regency with a significance of 0.25%
c. That the influence of the work climate on the performance of teachers at Madrasah Aliyah Negeri 2 Bandung Regency is significant at 0.035%.
d. Based on the coefficient calculation results, it was obtained -0.0010% in the relationship between the principal's leadership and work climate on teacher performance.

2. Implications

Based on the conclusions found above, this has several implications, including the following:

a. The school principal's leadership efforts in increasing creativity and motivation as well as establishing relationships with the school community professionally in carrying out their duties and responsibilities in a conducive manner have an impact on teacher performance at Madrasah Aliyah Negeri 2 Bandung Regency
b. A conducive work climate, both work atmosphere and relationships between school members in carrying out their duties, discipline, and responsibility have an impact on teacher performance at Madrasah Aliyah Negeri 2 Bandung Regency.

3. Suggestion

Based on several conclusions about the impact, researchers can provide recommendations in the form of suggestions, namely as follows

a. School principals should be more active in interacting with teachers and creating a conducive working climate to create comfort for teachers in carrying out their duties, to improve teacher performance. So that we can achieve common goals to improve teacher performance at Madrasah Aliyah Negeri 2 Bandung Regency.
b. For teachers at Madrasah Aliyah Negeri 2 Bandung Regency to continue to improve their abilities and skills in teaching, and mastery of learning media so that the quality of education and the quality of graduates increases.

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