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Performance of the Head of State Elementary School in Implementing Health Protocols During the Covid-19 Transition

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Abstract

This study aims to determine the performance of the Principal of State Elementary Schools in Narmada Subdistrict in implementing health protocols in the transition period of COVID-19, by conducting a survey of teachers, taking into account gender variables, staffing status, employment period, certification status. This research uses quantitative approach with survey method. The research population is 98 public elementary school teachers who are taken from 2 teachers each 1 low grade teacher and 1 high grade teacher from 49 public elementary schools in Narmada Subdistrict, West Lombok Regency, Indonesia. The minimum sample was determined by 86 people with random sampling techniques. The principal's performance data was collected by conducting a survey of teachers using questionnaires distributed online using google form. The results showed that there was no significant difference to the performance of the principal of the State Elementary School in Narmada Subdistrict, West Lombok Regency, West Nusa Tenggara, Indonesia in the application of health protocols in the transition period of COVID-19 from the results of a survey of four varied, namely from gender differences, employment status and teacher certification status.

Keywords: *Principal Performance; Health Protocol; Covid-19 Transition Period*

Introduction

Coronavirus outbreaks have a huge impact on every affected country, in various areas of life be it social life, economy, health and education. Especially in Indonesia the outbreak that started from Wuhan China with its rapid and massive spread has infected 5,701,257 people and caused 370,450 deaths in the world (Kompas May 28, 2020) Greatly impacted the field of education and learning activities in Indonesia which is the main foundation of human resources. It is recognized by (UNESCO) that the Coronavirus outbreak has impacted the education sector. At least 300 million students are impaired in learning activities around the world and threaten the rights to obtain their education in the future (Kompas, 05 March 2020) In Learning activities in Indonesian schools become shaken and filled with fear to carry out face-to-face throughout Indonesia, so that learning is done by Learning from Home. This is done as an effort to suppress the spread of the Covid-19 virus, so that students can implement social distancing (Toquero, 2020).

As the pandemic progresses, learning should not be interrupted. The principal is the leader in mobilizing the learning process during the covid-19 transition. Wahjosumidjo (2003) explained that the principal as a functional teacher who is given additional tasks to lead a school where the teaching and learning process is held, or a place where there is traction between the teacher who gives the teacher and the student who receives the learning. Leadership Strategy is a series of systematic plans (Bell, 2020), but can also mean tactics in war (Botha & Triegaart, 2017), and is said to be decision-making (Saifullah & Muhibb).

The performance of the principal is seen from the aspect of the task, according to Gorton et al. (2007) covering six things, namely (1) supporting the success of students by facilitating the development, articulation, implementation, and management of a learning vision that is understood and supported by the school community; (2) support student success by advocating, maintaining, and maintaining a school culture and teaching programs conducive to the professionalization of student learning and the development of professional staff; (3) support student success by ensuring organization management, operational management, and supporting resources, a safe, efficient, and effective learning environment; (4) support the success of students collaborating with families and community members, respond to the interests and needs of diverse communities, and mobilize community resources; (5) support students' success in acting in integrity, fairness, and ethical means; and (6) support students' success by understanding, responding to, and influencing the broader political, social, economic, legal context. With the condition of pandemic covid-19 learning should be implemented taking into account the application of health protocols if between teachers and students must meet to carry out offline learning during the transition from pandemic to new normal.

This study was conducted with the aim to see the performance of principals in narmada sub-district in implementing health protocols in the transition period of COVID-19 West Lombok Regency, West Nusa Tenggara. Using a survey of teachers is viewed based on various variables, namely gender, employment status, employment period, teacher certification status, and employment status.

Methodology

This research uses quantitative approach with survey type. The research population was 98 elementary school teachers who were taken from 2 teachers each one low grade teacher and one high grade teacher from 49 public elementary schools in narmada sub-district. The minimum sample was determined by 86 people using the formula Isaac & Michael (Sugiyono, 2015). Sample determination techniques using random sampling. Research approach is quantitative research with survey method. Research conducted in December 2020.

The instrument used is a questionnaire adopted from the development of attachment instruments 1 transition phase for schools/madrasah Ntb provincial government, The Department of Education and Culture using the scale kesioner likert 4 points (1 = never until 4 = always). The teacher performance assessment indicators used are: (1) Planning; (2) Implementation; and (3) Evaluation. Of the three indicators there are 20 statements filled out by teachers online through google form that is shared through whatsapp group KKKS Se State Elementary School Narmada Subdistrict to be forwarded to two teachers in each school. The data of the research results were analyzed using SPSS 16.0 for Windows. Before conducting a hypothesis test, a prerequisite test of normality and homogeneity test is first conducted.

Results and Discussion

Descriptive statistical results of the Principal's performance are seen from the different types of variables seen in Table 1.

Table 1 Descriptive statistics of research samples

No.	Variables/Categories	N	Min	Max	Mean	Std.
1	Gender					
	Man	41	60	80	74,39	6,152
	Female	45	50	80	73,62	7,522
2	Staffing Status					
	Non PNS	37	60	80	73,81	6,790
	PNS	49	50	80	74,21	7,000
3	Working Period					
	1<6 year	6	60	80	70,66	8,556
	6 < 11 year	16	66	80	74,37	5,060
	11 < 16 year	35	60	80	75,00	5,692
	>16 year	29	50	80	73,24	8,319
4	Certification Status					
	not yet	40	60	80	74,40	6,655
	already	46	50	80	74,63	7,112

Before conducting a hypothesis test, a prerequisite test is conducted, namely a normality test and a homogeneity test. The Normality test was conducted using the Kolmogorov-Smirnov test. Normality test results are shown in Table 2.

Table 2 Normality test

Variable	Sig	A	Explanation
Performance	0,000	0,05	Not Normal

The normality test result in Table 2 shows a Sig value ($= 0.000$) < 0.05 . Thus, it can be stated that the research samples came from a population that is not normally distributed. Since the data is not normally distributed, homogeneity tests do not need to be conducted.

Because the data is not normal, the hypothesis test uses a nonparametric test, the Mann-Whitney test. Hypothetical test results are shown in Table 3.

Table 3 Hypothesis test

No.	Variables/Categories	N	Mean	Sig	Penjelasan
1	Gender				
	Man	41	74,39	0,662	Ho diterima
2	Female	45	73,62		
	Staffing Status	37	73,81	0,832	Ho diterima
	Non PNS	49	74,21		
3	PNS				
	Working Period	6	70,66	0,790	Ho diterima
	1 < 6 year	16	74,37		
	6 < 11 year	35	75,00		
	11 < 16 year	24	73,24		
	>16 year				
4	Certification Status	40	74,40	0,899	Ho diterima
	not yet	46	74,63		

Based on the results in Table 3 obtained information that:

- 1) There is a significant difference from the teacher survey on the performance of principals in Narmada sub-district in the implementation of health protocols in the transition period of COVID-19, based on gender. Based on the results of the Mann-Whitney test showing a sig value = 0.662) > 0.05, it can be concluded that there is no significant difference to the performance of principals in Narmada Subdistrict, West Lombok Regency, West Nusa Tenggara, Indonesia in the application of health protocols in the transition period of covid-19, with the results of a survey between male and female teachers.
- 2) There is a significant difference from the teacher survey on the performance of principals in Narmada Subdistrict, West Lombok, West Nusa Tenggara Indonesia in the implementation of health protocols in the transition period of COVID-19, based on staffing status. Based on the results of the Mann-Whitney test showing a sig value = 0.832) > 0.05, it can be concluded that there is no significant difference to the performance of principals in Narmada Subdistrict, West Lombok Regency, West Nusa Tenggara, Indonesia in the application of health protocols in the transition period of covid-19, with the results of a survey between non-civil servant teachers and civil servants.
- 3) There is a significant difference from the teacher survey on the performance of principals in Narmada Subdistrict, West Lombok, West Nusa Tenggara Indonesia in the implementation of health protocols in the transition period of covid-19, based on the working period. Based on the test results Mann-Whitney showed the value of Sig = 0.790) > 0.05, then it can be concluded that there is no significant difference to the performance of principals in Narmada Subdistrict, West Lombok Regency, West Nusa Tenggara, Indonesia in the application of health protocols in the transition period of covid-19, with the results of surveys between teachers who have a working period of 1 to 6 years, 6 to 11 years, 11 to 16 years, and 16 years and above.
- 4) There are significant differences from the teacher survey on the performance of principals in Narmada Subdistrict, West Lombok, West Nusa Tenggara Indonesia in the implementation of health protocols in the transition period of covid-19, based on certification status. Based on the results of the Mann-Whitney test showing a sig value (= 0.899) > 0.05, it can be concluded that there is no significant difference to the performance of principals in Narmada Subdistrict, West Lombok Regency, West Nusa Tenggara, Indonesia in the implementation of health protocols in the transition period of covid-19, with the results of surveys between teachers who have not been certified with teachers who have been certified.

From the hypothetical test results in table 3, it is explained that there is no significant difference to the performance of principals in Narmada Subdistrict, West Lombok Regency, West Nusa Tenggara, Indonesia in the application of health protocols in the transition period of COVID-19 from the results of a survey of four varied, namely from gender differences, employment status and teacher certification status. Engkai karweti, (2010) The managerial ability of principal positively and significantly affects the teacher's performance. Based on gender variables, the results of this study showed that there was no difference in the principal's performance from the survey results on teacher performance. The results of this study support the results of hakim et al., (2019) which stated that there is no gender influence on teacher performance. This is because the government has made a rule that teacher workload is not distinguished between male and female teachers.

Based on the variable staffing status, the results of this study showed the fact that there is no difference in the performance of the principal in the health protocol in the transition period of COVID-19 to the survey of teachers in Narmada Subdistrict, West Lombok Regency, NTB, Indonesia. The results of this study support the results of Susmiyati & Zurqoni research, (2020); Suryarsi et al., (2019); Sa'adah, (2018) who found that there is no significant difference in teacher performance with the status of civil servants with non-civil servant teachers. This is because: 1) the workload of civil servant teachers and non-civil servant teachers does not differ based on government rules (Susmiyati & Zurqoni, 2020); 2) because there is no difference in the treatment given by the principal, so the motivation of work and teacher performance becomes no different (Suryarsi et al., 2019).

Based on the working period variables, the results of this study showed the fact that there is no difference in teacher teaching performance based on working period. The results of this study support the results of hakim et al., (2019); Shah, (2016) stated that there is no effect on the teacher's work period on teacher performance. This is because the government has made a rule that teacher workload is not distinguished by tenure (Hakim et al., 2019).

5 Conclusion

Based on the results of research and discussion, it can be concluded that there is no significant difference to the performance of principals in Narmada Subdistrict, West Lombok Regency, West Nusa Tenggara, Indonesia in the application of health protocols in the transition period of COVID-19 from the results of a survey of four varied, namely from gender differences, employment status and teacher certification status.

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