The Effect Of Facility Of Infrastructure Facilities And Madras Managerial Ability To Teacher Performance Madras Tsanawiyah Sub district Pringgarata

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Abstract: This study aims to determine the effect of the completeness of infrastructure facilities and managerial skills of the head of madrasah on the performance of teachers in Madrasah Tsanawiyah (MTs) districts Pringgarata. Out of 445 teachers, there were 176 samples from 21 MTs in pringgarata sub-district. The research used quantitative approach with questionnaire as its instrument. Data analysis used is simple regression analysis and multiple linear regression analysis with F test. Based on result of simple linear regression analysis obtained by result of hypothesis test (1) the results of hypothesis testing about the effect of the completeness of infrastructure facilities on teacher performance found significant levels 0.00 large contribution of the completeness of infrastructure facilities to the performance of teachers amounted to 36.9% and the relationship model is shown by the regression equation: Y = 21.778+0.731X₁. (2) result of hypothesis testing about influence of managerial ability of head of madrasah to teacher performance found R square 0.21 significant with 0.00 the contribution of the completeness of infrastructure facilities to the teacher performance of 0.216 and the relationship model is shown by the regression equation: Y = 51.013 + 0.440X₁. (3) result of hypothesis testing about the completeness of infrastructure and managerial ability of head of madrasah together to teacher performance found found R square equal to 0.428 significant denget 0.00 the large contribution of the completeness of infrastructure facilities on teacher performance of 0.422 and the relationship model is shown by the regression equation: Y = 13.379 + 0.614X₁ + 0.194X₂.

Keywords - Completeness of infrastructure, ability of madrasah head, teacher performance.

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1. Introduction

Regulation of the Government of the Republic of Indonesia Number 13 of 2015 on the amendment of National Education Standards (SNP) article 1, Standard of Facilities and Infrastructure is the criteria of learning space, sports venues, places of worship, libraries, laboratories, workshops, playgrounds, creative and recreational places other learning resources needed to support the learning process, including the use of information and communication technologies. So the performance of teachers is closely linked and required facilities and infrastructure in support of its performance in planning, implementation and evaluation.

In Government Regulation No. 19/2005 on National Education Standards, the role of Madrasah principals as education managers is required to be more professional in order to be able to bridge, coordinate, accommodate and facilitate all interests and needs, whether from teachers, employees, administrative staff, Madrasah committees, students, parents and also advisory teachers to achieve quality education objectives.

The professional head of Madrasah serves as a manager in Madrasah and is directly responsible for the achievement of education in Madrasah, so the head of Madrasah will be the front guard in improving the quality of education. In line with the results of Sunarto's research (2011) Some things that need to be considered by the head of Madrasah as a manager in Madrasah are: 1) Organizational climate or work environment in Madrasah has a positive relationship to the attitude of teachers in the learning process; 2) Improve the positive attitude of educators and education personnel in Madrasahs; 3) The head of Madrasah should be willing to conduct self-evaluation by opening the door wide open opinion suggestion, as well as constructive criticism for mutual progress and improvement of Madrasah achievement and reputation.

Based on the results of preliminary observations found some deficiencies in Madrasah Tsanawiyah (MTs), both from facilities and infrastructure such as; teaching materials for teachers and students, lack of classrooms in teaching and learning activities, and the existence of teachers who used to implement KBM in mushola, so that learning takes place without any media of learning.
In the managerial capability of the head of Madrasah found the following problems, 1) the chairman of the foundation paid less attention to the competence of the head of madrasah in the assignment of professional managerial duties; 2) some Madrasah heads are given managerial trust in Madrasahs because of their close relationship with the foundation chairman.

Some findings in the performance of teachers, there are still teachers in Madrasah implementing learning without any planning or making lesson plans and syllabus or to provide learning media and only carry the concept leaflets this is because there are still many teachers who do not pursue the profession in total. Vulnerability and low adherence of teachers to the norms and ethics of the teacher profession. the presence of teachers has not been maximal in implementing the learning process, lack of availability of learning media in local Madrasah, and evaluations made by teachers only in the last semester, and some teachers evaluate the students just formalities with minimum criteria kceeria maks (KKM) is 7.00, but there are still many teachers who do not enrich and remedial for learners who are still less than KKM, because the teacher did not want to waste his time for self-evaluation and his students, and preferred his side job outside the scope of Madrasah, and some teachers stated that the performance of teachers in Madrasah Tsanawiyah (MTs) is still not optimal in their planning and implementation due to lack of facilities and infrastructure in each Madrasah.

II. Method

This study examines the effect of the completeness of infrastructure facilities and managerial capabilities of Madrasah principals with teacher performance in MTs. This research uses a quantitative approach, with Ex post facto method is a study conducted to examine the events that have occurred and then trace backward to determine the factors that can cause the incidence. The facts were excavated using a questionnaire containing a number of questions that reflect perceptions of teachers' performance in the Pringgarata sub-district Madrasah.

III. Result and Discussion

1. Influence of Infrastructure Facilities Facility to Master Performance

The first hypothesis that is the influence of the completeness of infrastructure facilities on the performance of teachers in the test by using simple regression analysis and the results obtained in the analysis as follows:

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>21.778</td>
<td>7.117</td>
<td>3.060</td>
<td>.003</td>
</tr>
<tr>
<td>Infrastructure Facilities</td>
<td>.731</td>
<td>.068</td>
<td>10.685</td>
<td>.000</td>
</tr>
</tbody>
</table>

The results of a simple analysis found a significance value of 0.000 smaller than 0.05. from the result, it can be said that Ha accepted which states the existence of the influence of infrastructure facilities on the performance of teachers in Madrasah Tsanawiyah with the regression equation is \( Y = 21.778 + 0.731 X1 \) which means if there is a variable means of infrastructure then the performance of MTs teachers increased by 0.731.

The result of partial hypothesis test shows that the partial effect of partial infrastructures on teacher performance is 39.6%, which means that the independent variables are able to influence teacher performance by 39.6%. The results of this study contain the more complete meaning of infrastructure, the better the performance of teachers in MTs. Furthermore, to know the level of strength of the influence of infrastructure facilities on the performance of teachers in MTs can be seen in the table below.

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>.629'</td>
<td>.396</td>
<td>.393</td>
</tr>
</tbody>
</table>

From the table above can be seen that the test results R_square get a value of 0.396. This means that the variable of the completeness of the infrastructure means affecting the teacher's performance by 39.6% while the rest is influenced by other variables.

2. Hypothesis Test Results Effect of Managerial Capability of Madrasah Head Teacher Performance
The next test result is the influence of the managerial capability of Madrasah principals on teacher performance in MTs, and tested by using simple regression analysis that assisted in processing the data using SPSS with the following results:

**Table 3. Result of Hypothesis Test of Managerial Ability of Principal**

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>51.103</td>
<td>6.739</td>
<td>7.584</td>
<td>.000</td>
</tr>
<tr>
<td>Managerial Capability of Madrasah Head Teacher</td>
<td>.440</td>
<td>.063</td>
<td>.465</td>
<td>6.930</td>
</tr>
</tbody>
</table>

The results of a simple analysis found a significance value of 0.000 smaller than 0.05. From the result it can be said that H1 accepted that states the influence of the managerial capability of Madrasah principals on the performance of teachers in Madrasah Tsanawiyah with the regression equation is $Y = 51.013 + 0.440 X_2$ which means if there is a variable means of infrastructure then the performance of teachers MTs increased by 0.440.

Hypothesis in this research that is managerial ability of madrasah chapel significantly influence to teacher performance in Madrasah Tsanawiyah sub district of Pringgarata, based on result of research result of hypothesis test partially obtained that existence influence of managerial capability of principal of parachute partially to teacher performance is equal to 21.2% that the independent variables are able to affect teacher performance by 21.2%. The results of this study contain the higher the managerial ability of Madarasah head, the better the performance of teachers in MTs. Furthermore, to know the level of strength of the influence of infrastructure facilities on the performance of teachers in MTs can be seen in the table below.

**Table 4. Test Result of Power Level of Influence of Completeness of Sarpras**

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
<th>Durbin-Watson</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.465*</td>
<td>.216</td>
<td>.212</td>
<td>8.75174</td>
<td>1.005</td>
</tr>
</tbody>
</table>

From the table above can be seen that the test results R_square get a value of 0.212. This means that the variable of the completeness of infrastructure means that the teacher performance is 21.2% while the rest is influenced by other variables.

3. Hypothesis Test Results Effect of Infrastructure Facilities Facility and Managerial Ability of Madrasah Head Teacher Performance.

The next hypothesis is the effect of the completeness of the infrastructure and head of Madrasah together on the performance of teachers. If the value of F arithmetic (SPSS output is shown in the sig. Column) is smaller than the 0.05 (alpha) error rate (predefined) it can be said that the estimated regression model is feasible, whereas the value. F calculated greater than the error rate of 0.05 then it can be said that the estimated regression model is not feasible. F test results can be seen in ANOVA table below. F value arithmetic seen in the last column (sig.) From the test of this multiple regression hypothesis then obtained the results of the analysis as follows:

**Table 5. Multiple Regression Test**

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>7283.591</td>
<td>2</td>
<td>3641.796</td>
<td>64.808</td>
<td>.000*</td>
</tr>
<tr>
<td>Residual</td>
<td>9721.449</td>
<td>173</td>
<td>56.193</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>17005.040</td>
<td>175</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The value of F arithmetic of free variables of 0.000 is smaller than 0.05 so it is said there is an effect of completeness of infrastructure and managerial ability of principal of Madrasah collectively to teacher performance at alpha 5% or in other words, independent variable influence together on teacher performance at 95% confidence level.

Furthermore, to know the level of strength of the influence of the completeness of infrastructure facilities and managerial capabilities of Madrasah principals on teacher performance can be seen in the table below:
Table 6. Test the Level of the Effect of Multiple Regression

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>654*</td>
<td>428</td>
<td>422</td>
</tr>
</tbody>
</table>

If seen from the value of R-Square that the magnitude of 0.428 indicates that the proportion of the influence of the variable of the completeness of the infrastructure and the managerial ability of Madrasah principal to the teacher performance variable is 42.8%. That is, the completeness of infrastructure and managerial skills of Madrasah principal affect the performance of teachers in MTs by 42.8% while the remaining 57.2% influenced by other variables that are not in the linear regression model.

The result of multiple regression on the table of coefficients obtained regression equation \( Y = 13.379 + 0.614 \, X_1 + 0.194 \, X_2 \) mean that teacher performance without supported by variable of infrastructure and managerial of Madrasah principal of 13.379 and each change together from both variable will determine level of performance teacher. The result of this research is where the completeness of infrastructure and managerial capability of Madrasah Kapela to teacher performance significantly influence to teacher performance in Madrasah Tasanawiyah of Pringgarata sub-district, based on result of research Result of double regression hypothesis test seen from significant F test value obtained (0.000) it means F calculate is smaller than 0.05 and if seen R-Square value shows that the magnitude of 0.428 or 4.28% it can be interpreted that the independent variable completeness of infrastructure and managerial ability of the head of Madrasah is able to influence teacher performance. So the remaining 57.2% is influenced by other variables that do not exist in multiple regression models. The results of this study contain the more complete meaning of facilities and infrastructure and the higher the managerial ability of the head of Madrasah, the better the performance of teachers in MTs.

IV. Conclusion

Based on the results of analysis and discussion in this study it can be concluded as follows. First there is the effect of the completeness of Madrasah infrastructure facilities to the performance of teachers in MTs Pringgarata sub-district and belong to the high criterion that is equal to 39.6%. The results of this study indicate that the completeness of infrastructure facilities is very influential on the performance of teachers in MTs Pringgarata district, it is indicated the existence of teachers already using existing facilities in Madrasah to facilitate the work process seen in the Learning Implementation Plan that has been made by subject teachers.

Secondly, there is influence of madrasah head managerial ability on teacher performance in MTs Pringgarata sub-district belonging to medium category. This can be seen in the managerial ability of the head of the madrasah to provide guidance and guidance and able to give examples to teachers in various forms of madrasah activities and also visible in the performance of teachers who are active in performing tasks assigned by the head of madrasah as manager in the institution so that the creation of good performance.

Third, there is influence of infrastructure and managerial ability of madrasah head to teacher performance in MTs Pringgarata sub-district. This is seen in the performance of teachers who are able to carry out the tasks by using the infrastructure facilities that are still lacking and utilizing facilities that are still not complete, of course, all with the direction and guidance of the head of Madrasah in support of teachers to follow various training either held by KAMENAG or level KKM so that the creation of an effective and efficient teaching and learning process.

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References