The Influence of Principal Academic Supervision and Work Environment on Teacher Performance at State Vocational Schools in Kayuagung District

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Abstract. *This study aims to determine the effect of principal academic supervision and work environment on teacher performance at SMK Negeri Sekecamatan Kayuagung. This study uses a quantitative approach with a survey method. The sample in this study consisted of 50 teachers who were randomly selected at SMK Negeri Sekecamatan Kayuagung. Data were collected through a questionnaire that had been tested for validity and reliability. Data analysis used multiple linear regression to test the effect of independent variables on teacher performance as the dependent variable. The results showed that the principal's academic supervision had a positive and significant effect on teacher performance, as well as the work environment which also had a positive effect on teacher performance. Simultaneously, both independent variables had a significant effect on improving teacher performance. This study suggests the need for improvements in academic supervision and improving the quality of the work environment to support improved teacher performance at SMK Negeri Sekecamatan Kayuagung.*

Keywords: Academic Supervision, Principal, State Vocational Schools in Kayuagung District, Teacher Performance, Work Environment.

1. INTRODUCTION

Education is an important part of the journey of self-development and national development. Building human resources is an important key in the progress of a nation in realizing national development. Education has a role in shaping the character and quality of a nation's civilization in order to increase intelligence in community life with the aim of expanding the abilities and potentials of students. It is hoped that individuals who have faith and piety to God Almighty, demonstrate noble attitudes, are knowledgeable, skilled, creative and innovative, independent, healthy and responsible.

Teachers are considered key figures in the success of the world of education and are seen as the most influential individuals in achieving educational goals that reflect the quality of education (Furkan, 2007). The ability of a teacher plays a very important role in efforts to improve the quality of education. Therefore, teachers need to have the ability to manage the learning process well, especially in creating a supportive learning situation so that students are able to develop their potential and creativity optimally. Performance shows the achievement of individuals or employees in completing the tasks and responsibilities given, both in terms of quality and quantity. Thus, teacher performance is understood as a reflection of their efforts in the school environment to achieve the goals and vision of the school. The performance of a teacher can be measured and said to be good by ensuring that the teacher has carried out and

fulfilled his duties and obligations in full. That way, dedicated teachers will naturally be involved in efforts to improve the quality of their human resources Sari et al. (2024).

Science and technology are developing rapidly, requiring principals to develop their competencies sustainably. Innovation is the most important key in the industrial era 4.0, which requires principals to shape students to have 21st century competencies that are able to think critically, creatively, collaboratively, and communicatively. Academic supervision is closely related to efforts to improve and enhance the learning process and outcomes aimed at improving the quality of education.

Educational supervision is a coaching planned by a supervisor to provide coaching and guidance to teachers and other education personnel in carrying out their respective duties in order to achieve an increase in the quality of education as expected (Harapan & Hendrowati, 2024, p. 5). This can be interpreted that supervision activities are training programs designed and implemented by a principal to guide teachers and other education personnel in carrying out their responsibilities to improve the quality of education. In its implementation, supervision does not mean that teachers are passively supervised only by the principal, but more than that, as working partners together trying to find ways to improve the learning process. Thus, the researcher concludes that supervision is a coaching process planned by superiors or supervisors to teachers in carrying out their duties by providing guidance, direction and support to improve the quality of education, especially in learning at school.

2. LITERATURE REVIEW

The word Performance according to the Big Indonesian Dictionary (KBBI) is something that is desired to be achieved, visible achievements, and work capabilities. Performance is needed in a company to be able to achieve the desired goals by having quality human resources. In terms of quantity and quality, performance is achieved based on the results that have been carried out by an employee in carrying out his duties in accordance with the responsibilities given by Mangkunegara (2014). Meanwhile, according to Widianti, (2022)the word performance is an abbreviation of Work Energy Kinetics which in English is called *performance* . In the context of management, the definition of performance is a work achievement or the results of a person's work based on the quantity and quality achieved in carrying out his functions in accordance with the responsibilities received.

According to Rivai (2015), performance is a real behavior displayed by each person as a work achievement produced by teachers according to their role in the school organization. Performance is a work ability or work achievement shown by an employee to obtain optimal work results. A person's performance will be seen in everyday work situations and conditions.

The activities they do are their efforts to work as optimally as possible in order to achieve the goals that have been set. According to Barnawi and Arifin (2015:33) performance is the level of success of a person or group in carrying out tasks according to their responsibilities and authorities based on established performance standards.

Performance, or better known as work achievement, is the result of the quality and quantity of work done. The success obtained by someone when carrying out their duties with full responsibility. (Mangkunegara, 2014:74) . Performance, according to Rivai (2012:68), is the result or level of success of a person as a whole during a certain period in completing a task, compared to various possibilities, such as work result standards, targets, objectives, or criteria that have been agreed upon together beforehand.

3. METHODS

This research is quantitative. Based on the philosophy of positivism, quantitative research is a technique used to study certain populations and samples, collect data using research tools, and analyze quantitative and statistical data to test pre-existing hypotheses (Sugiyono, 2020). . Sugiyono, (2017) argues that quantitative descriptive research with a correlational approach is a form of research conducted with the aim of determining the existence of a variable, either in one particular variable or even more than one variable, by making a comparison or connecting it with other variables.

4. RESULTS AND DISCUSSION

Result

The research data comes from three variables, namely: (1) principal academic supervision, (2) work environment, and (3) teacher performance. The results of data processing using the *SPSS 23.00 program* Frequency analysis describes the distribution of data on variables. This analysis is used to see the frequency distribution. In the *frequencies analysis* , several other analyses can be carried out, including *mean value, standard error of mean, median, standard deviation, variance, skewness, standard error of skewness, kurtosis, standard error kurtosis, range, minimum* value , maximum value, *percentile value* , and *histogram.*

Principal Academic Supervision Statistics

The result of the kurtosis ratio calculation is *-0.709* located between -2 to +2, so it can be said that the distribution of the sample data on the principal's academic supervision value is normal. In addition, from the results of the frequency analysis *output* , single data on the principal's academic supervision variable at SMK Negeri in Kayuagung District are also

obtained as follows.

Table. 1 Principal Academic Supervision Variables

Supervisi Akademik Kepala Sekolah

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	97	1	.7	.7	.7
	99	1	.7	.7	1.5
	100	2	1.5	1.5	3.0
	102	3	2.2	2.2	5.2
	103	7	5.2	5.2	10.4
	104	9	6.7	6.7	17.2
	105	11	8.2	8.2	25.4
	106	9	6.7	6.7	32.1
	107	11	8.2	8.2	40.3
	108	11	8.2	8.2	48.5
	109	12	9.0	9.0	57.5
	110	11	8.2	8.2	65.7
	111	10	7.5	7.5	73.1
	112	10	7.5	7.5	80.6
	113	11	8.2	8.2	88.8
	114	4	3.0	3.0	91.8
	115	3	2.2	2.2	94.0
	116	3	2.2	2.2	96.3
	117	3	2.2	2.2	98.5
	118	2	1.5	1.5	100.0
	Total	134	100.0	100.0	

Work Environment Statistics

the kurtosis ratio calculation is *-0.709* located between -2 to +2, so it can be said that the distribution of the work environment value data sample is normal. In addition, from the results of the frequency analysis *output* , single data on work environment variables in State Vocational High Schools in Kayuagung District are also obtained as follows:

Table 2. Work Environment Variables

Lingkungan Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	97	1	.7	.7	.7
	99	1	.7	.7	1.5
	100	2	1.5	1.5	3.0
	102	3	2.2	2.2	5.2
	103	7	5.2	5.2	10.4
	104	9	6.7	6.7	17.2
	105	11	8.2	8.2	25.4
	106	9	6.7	6.7	32.1
	107	11	8.2	8.2	40.3
	108	11	8.2	8.2	48.5
	109	12	9.0	9.0	57.5
	110	11	8.2	8.2	65.7
	111	10	7.5	7.5	73.1
	112	10	7.5	7.5	80.6
	113	11	8.2	8.2	88.8
	114	4	3.0	3.0	91.8
	115	3	2.2	2.2	94.0
	116	3	2.2	2.2	96.3
	117	3	2.2	2.2	98.5
	118	2	1.5	1.5	100.0
	Total	134	100.0	100.0	

Teacher Performance Statistics

The kurtosis ratio calculation is *-0.86* located between -2 to +2, so it can be said that the distribution of the teacher performance value data sample is normal. In addition, from the results of the frequency analysis *output* , single data on teacher performance variables at SMK Negeri in Kayuagung District are also obtained as follows:

Table 3 Frequency of Single Data for Teacher Performance Variables

Kinerja Guru

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	102	2	1.5	1.5	1.5
	103	1	.7	.7	2.2
	104	6	4.5	4.5	6.7
	105	5	3.7	3.7	10.4
	106	11	8.2	8.2	18.7
	107	11	8.2	8.2	26.9
	108	14	10.4	10.4	37.3
	109	19	14.2	14.2	51.5
	110	15	11.2	11.2	62.7
	111	16	11.9	11.9	74.6
	112	14	10.4	10.4	85.1
	113	8	6.0	6.0	91.0
	114	6	4.5	4.5	95.5
	115	3	2.2	2.2	97.8
	116	3	2.2	2.2	100.0
	Total	134	100.0	100.0	

Discussion

This study aims to analyze the influence of principal academic supervision and work environment on teacher performance at SMK Negeri in Kayugung sub-district. This study was conducted from July to September on 134 teachers at SMK Negeri in Kayuagung sub-district. The researcher has conducted a trial of the research instrument on 30 trial samples outside the research sample before conducting research on the research sample, namely to teachers at SMK Negeri 1 Tanjung Lubuk. The research instrument was compiled based on theoretical studies and literature reviews through expert opinions, then formulated by the researcher so that it is in accordance with the implementation needs of this study. To obtain valid and reliable statement items, the next step is to conduct validity and reliability tests on the results of filling out the questionnaire from the trial of the instrument. The research instrument used was only on items that were declared valid and reliable, the research questionnaire was distributed to respondents consisting of 134 teachers at SMK Negeri in Kayuagung sub-district.

The data obtained from the research that has been conducted is then summarized and analyzed. First, a prerequisite test is carried out to determine the right test in order to test the hypothesis so that it becomes the answer to the research problem. The prerequisite test carried out by the researcher includes data normality test, linearity test and multicollinearity test. The results obtained state that the research data is normally distributed so that the main requirement for testing the hypothesis through parametric statistical analysis has been met. Furthermore, the linearity test of each variable is stated to have a significant linear relationship that will facilitate this testing stage. Because most of the prerequisites for conducting parametric statistical tests have been met. Likewise, in the data multicollinearity test, the data is stated to be good and there are no symptoms of multicollinearity so that the regression equation model produced from the analysis of the research data has been stated to be a good regression and is

able to predict the value of the Y variable accurately if there is a change in the value of the Independent variable X_1 or X_2. After conducting an in-depth analysis of several tests that are categorized as prerequisite tests, in this study it is believed that it is appropriate for the research data to be tested through linear regression analysis because various testing requirements have been met

5. CONCLUSION AND SUGGESTIONS

Based on the results of data analysis and hypothesis testing, researchers can conclude the following:

1. Academic supervision is a more dominant factor influencing teacher performance compared to the work environment. This shows that the role of the principal in providing academic supervision is very important in improving teacher performance and has an effect on teacher achievement which can be seen from several dimensions, including; 1). student academic achievement, 2). student non-academic achievement, 3). teacher self-development, 4). learning innovation, 5). Contribution to schools and society.

2. Academic supervision of the principal has implications for improving the professional competence of the principal, helping schools in evaluating the academic supervision program that has been implemented and identifying factors that hinder teacher performance.

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