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**The Influence of Principal Leadership and Teacher Commitment
on Student Learning Achievement at Ayer Tena Secondary, Ethiopia**

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ABSTRACT

Principal leadership is a major factor for the success of administrative, management and academic systems in schools. This is because the leadership of the school principal has a strong influence on communication between school managers, to the form of decision making. Of course, principals and teachers must co-exist in achieving learning goals. This study aims to examine the influence of principal leadership and teacher commitment on student learning achievement at Ayer Tena Secondary School, Ethiopia. This study used a quantitative approach, collecting data through questionnaires, questionnaires, and document studies. Furthermore, the research data will be processed using SPSS version 20. The results of this research conclude that the influence of the principal's leadership and teacher commitment on student learning achievement can be said to be good, as seen from the managerial rules implemented by the school starting from managing the commitment of teachers and students, to managing all school activities and detailed learning activities supported by very adequate learning facilities. It should take time to catch up in terms of learning loss. However, the school community, including the principal, teachers and students, have a strong commitment to catching up with what has happened.

ABSTRAK

Kepemimpinan kepala sekolah menjadi faktor utama bagi keberhasilan sistem administrasi, manajemen, dan akademik di sekolah. Sebab, kepemimpinan kepala sekolah berpengaruh erat terhadap komunikasi antar pengelola sekolah, hingga bentuk pengambilan keputusan. Tentu, kepala sekolah dan guru harus berdampingan dalam mencapai tujuan pembelajaran. Penelitian ini bertujuan untuk menguji pengaruh kepemimpinan kepala sekolah dan komitmen guru terhadap prestasi belajar siswa di Sekolah Ayer Tena Secondary, Ethiopia. Penelitian ini menggunakan pendekatan kuantitatif, mengumpulkan data melalui angket, kuesioner, dan studi dokumen. Selanjutnya, data penelitian akan diolah menggunakan SPSS versi 20. Hasil penelitian ini menyimpulkan bahwa pengaruh kepemimpinan kepala sekolah dan komitmen guru terhadap prestasi belajar siswa sudah dapat dikatakan baik, terlihat dari *rules* manajerial yang dilakukan sekolah mulai dari memajemen komitmen guru-guru dan siswa, hingga memajemen seluruh kegiatan sekolah dan kegiatan pembelajaran yang terperinci dengan didukung fasilitas belajar yang sangat memadai. Seyogianya dalam mengejar ketertinggalan dalam hal learning loss memang dibutuhkan waktu dalam pencapaiannya. Namun warga sekolah baik dari kepala sekolah, guru-guru dan peserta didik memiliki komitmen yang kuat untuk mengejar ketertinggalan yang terjadi.

INTRODUCTION

Human Resources (HR) is a central factor in an educational institution. In educational units, what currently tends to happen is that the presence of educators and education staff (HR) is less qualified in carrying out their role as educators (Schuler, *et.al.*, 2002). National education has not been able to create superior human resources, both in terms of intellectuality, morality, spirituality, professionalism and national competitiveness. Anticipating this, HR management must be actively involved in planning, managing, and controlling organizations related to HR development (Ainia, 2020).

Efforts to change a responsive work system to a proactive one, and a functional structure to a more flexible structure and implement strategic policies. One of the efforts to pay attention to the existence of educators and education personnel (HR) can be realized in the form of effective and efficient Human Resource Management in accordance with the demands of work in an educational institution, because one of the main demands of management today is its ability to manage resources. good human resources in accordance with current and future organizational demands. From the description above, it is important to provide a clear description of Human resource management (Fauzi, 2021).

Human resource management is the process of acquiring, training, appraising and compensating employees, taking into account their employment relationship, health, safety and fairness issues (Dasmo, *et.al.*, 2021). The Covid-19 pandemic apparently is not the main cause of learning loss. The learning setbacks experienced by students have been made worse by the pandemic. However, if you look at the root of the problem, learning loss is more caused by the way students are guided. How to find out children's problems from the first week to the last week of the learning period, so that what educators convey to children is more about completing responsibilities for the curriculum material that must be delivered, without focusing on student competence (Stone & Deadrick, 2015).

In the education unit, the principal has a very important role in the movement of the school. The good and bad results of the educational process carried out are the full responsibility of the school principal as a managerial actor in the school itself. This managerial function is an important function of the school principal, because the principal is required to be able and reliable in managing and organizing every activity and also the equipment within the school environment where he leads (Kramar, 2014). The managerial function of a school principal has a positive influence on overall school activities and also school equipment, starting from a conducive teaching and learning atmosphere, academic achievement, to increasing the performance of teaching teachers (Roy & Patro, 2022).

One of the central figures in education, namely the teacher who is the main person in conveying material to students, so that teachers are also required to master the subject matter. The teacher's role or duties in the learning process include the teacher as: Learning resource, Facilitator; learning manager; Demonstrators; Mentor; Motivator; and Appraiser (Pratiwi, *et.al.*, 2021). The teacher is a source of learning, so the teacher is the place where students explore or take lessons. As a learning resource in the learning process, teachers should have more reference material than students and teachers need to map the subject matter. The teacher as a facilitator plays a role in providing services to facilitate students in learning activities (Sidiq & Khoirussalim, 2021). Teachers as learning managers, teachers play a role in creating a learning climate that allows students to learn comfortably through classroom management.

Student Learning Achievement cannot be separated from learning activities, because learning is a process, while learning achievement is the result of the learning process. For a child learning is an obligation. The success or failure of a child in education depends on the learning process experienced by the child. While the learning process experienced by children is the result of management carried out by the teacher under the leadership of the school principal.

METHOD

This research method is qualitative research. Qualitative research is different from other research in several ways. The aim of qualitative research is to understand the conditions of a context by leading to a detailed and in-depth description of the portrait of conditions in a natural context, regarding what actually happens according to what is in the field of study. In this study using a qualitative approach.

A qualitative research approach is research that intends to understand the phenomena experienced by research subjects, for example behavior, perceptions, motivations, actions. In accordance with the existing problems and the objectives to be achieved, the type of research used is descriptive research. The aim of descriptive research is to create an objective picture of an event or situation in the form of a situation description and is carried out by taking the steps of data collection, classification and data analysis or processing. Data collection is carried out in natural settings. Qualitative research is more interested in examining social and cultural phenomena in an atmosphere that occurs naturally, not in controlled or laboratory conditions.

FINDINGS AND DISCUSSION

In this research, several research results were found based on interviews with school principals:

“Education is indeed a big problem at the moment, many students' achievements have decreased due to educational policies that require distance (online) schooling when the Covid-19 pandemic hit in recent years. For areas like ours, online learning is of course very ineffective and that is one of the causes of learning loss in our schools. As we can see together, in areas like this, signal access is still very limited and of course this is a problem in the current demands for changes in education policy. However, we still have a solution for this. By empowering teachers as the main source of improving learning loss that occurs”.

The results of the interview above say that Ayer Tena Secondary, Ethiopia has implemented education management starting from human resources, namely teachers in the school environment who continue to be actively involved in providing the best according to demands and needs. This is in line with the Mathematics Teacher at Ayer Tena Secondary, Ethiopia:

“Yes, school and student management, which contains the management and implementation of academic activities, certainly makes it easier to assess school performance. This can be done effectively and efficiently through the School Academic Information System. Yes, I also got an assignment, where in teaching I had to apply everything needed in the delivery of the learning process in order to improve the learning loss that occurred in students”.

From the results of the interview above, it can be concluded that Ayer Tena Secondary, Ethiopia has implemented good human resource management through leadership management and teacher commitment at school to improve student learning achievement. Human resource management in schools can have a positive impact, because through school management teachers can create rules for learning activities that will be provided in accordance with the demands of the desired educational outcomes (Velmurugan & Gagana, 2022).

Furthermore, the principal said that:

“Currently, in order to improve learning loss, we are continuously making changes to the learning process to catch up with the lag experienced. One form of managerial effort that I undertake is to seek all technology-based learning media that will increase students' enthusiasm for learning. I think management in this case has a very big influence on improving student learning outcomes, because usually children will understand better when they do case studies by seeing concrete examples through audiovisual displays. So students don't just imagine what their teacher says with pictures in books as their main source”.

The following is documentation related to the learning process carried out by the teacher:



Figure 1. Student Learning Conditions

In implementing learning, students have used learning resources with technology at Ayer Tena Secondary, Ethiopia. Equipped with internet technology, the complexity of the educational process continues to increase. These factors are always sought by schools to make schools that have complete facilities and can be utilized by students. The following are the results of the interview. The science teacher at Ayer Tena Secondary, Ethiopia said:

“In our school everything has implemented technology both administration and learning. In my opinion, Ayer Tena Secondary, Ethiopia is very good. You can see that our facilities are quite complete. In my opinion, the program's achievements have been achieved, it's just that in the name of program implementation, there must be obstacles”.

According to the interview results above, it can be concluded that the implementation of technology-based schools at Ayer Tena Secondary, Ethiopia, according to respondents, is good because the existing facilities are also very adequate.



Figure 2. Ayer Tena Secondary Students, Ethiopia Learn to Use Technology

Additionally, according to the Principal at Ayer Tena Secondary, Ethiopia:

“In my view the management at this school is successful, because the teachers at this school are very committed to the goal to be achieved, namely better student learning outcomes. And students also work together in understanding what is done in each lesson as evidenced by the focus and enthusiasm of students when learning which will later have a positive impact on student learning outcomes themselves”.

It can be concluded that in this research, the influence of the principal's leadership and teacher commitment on student learning achievement in Ayer Tena Secondary, Ethiopia is very good, the principal has made the program well, the teachers have also carried out their functions well, technology has been used in learning and administration. , human resources have been optimized and always evaluated.

CONCLUSION

Based on the results of research and analysis that have been found, it can be concluded that the influence of the principal's leadership and teacher commitment on student learning achievement in Ayer Tena Secondary, Ethiopia can be said to be good, as can be seen from the managerial rules implemented by the school starting from managing the commitment of teachers and students, to managing all detailed school activities and learning activities supported by very adequate learning facilities. Supposedly in catching up in terms of learning loss it takes time to achieve it. However, the school community, including the principal, teachers and students, have a strong commitment to catching up with what has happened.

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