

# The Effect of Academic Supervision, School Leadership, Organizational Culture, and Achievement Motivation on Teachers' Performance at Junior High Schools

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## ABSTRACT

This studies is stimulated by regarding the unsatisfactory overall performance of the teacher, that it is necessary to have a look at the elements which could affect the teacher's performance to growth. The objectives of this research to attain the information on the impact of supervisors' educational supervision, primary management, organizational lifestyle, and success motivation on teachers' overall performance at junior excessive college in Pariaman metropolis. This studies is a descriptive have a look at the use of a quantitative approach with the path analysis approach using structural equations. This research turned into conducted at junior high colleges in Pariaman city. The populace become teachers at Pariaman town, so the studies pattern became taken the use of the Propositional Stratified Random Sampling technique. The data series approach used a questionnaire that became analyzed via descriptive analysis and deductive analysis. The results showed that there has been a direct have an impact on of the supervisor's educational supervision variable, primary management, organizational lifestyle, and achievement motivation on teachers' performance at junior high faculties in Pariaman City.

**Keywords:** *Akademik Supervision, Principal Leadership, Organizational Subculture, Achievement Motivation, Teachers' Performance.*

## 1. INTRODUCTION

Education has an crucial position in getting ready best human assets. one of the predominant factors figuring out the high-quality of training is the teacher. it is the teacher who is at the vanguard of creating first-class human assets. therefore, a teacher who has high qualifications, competence, and willpower is needed in wearing out his expert obligations [1]. expert teachers are human beings who've unique information within the discipline of teacher schooling in order that they completely are capable of perform their responsibilities and characteristic as teachers [2]. point out that the nature displayed in motion, and a dedication usually enhance the capability to do work in accordance with the teachers' profession [3]. maximum of their time is at college, even as the rest is at home and the community argues that teacher professionalism is an effort to enhance the nice of education, with expert teachers as a

way to simply produce properly college students as well [4].

The fulfillment rate of teachers' overall performance may be seen through educational supervision activities finished by means of supervisors the usage of diverse supervision strategies. in step with [5] "Supervision is educational management that relates perspective to conduct, specializes in reason, contributes to and helps organizational actions, coordinates interactions offer for development and preservation of the educational program and assesses dreams. success". it is able to be interpreted that supervision is educational management that connects views on conduct, focuses on goals, contributes to organizational action, coordinates interactions, offers development and upkeep of tutorial packages, and assesses aim fulfilment.

of their research provide an explanation for that "performance-based totally Supervision and evaluation

requires teachers to rethink their approach to their paintings [6]. It asks them to make exceptional choices and use distinct procedures; to recognize narrowly and deeply on content material related to critical mastering, and to commit to improving their diagnostic and hassle-fixing abilities together with their educational competencies. Supervision sports completed through the principal are offering help or assistance in growing better getting to know situations. Supervisors have the primary task of being in price of college activities, leading the school, and supervising teachers and workforce [7].

States that the feature of educational supervision is to enhance the mastering situation via teachers' steering. this is in line with the research outcomes of I Made Subawa, that concluded that if educational supervision increases, teacher overall performance may also increase, due to the fact instructional supervision contributes notably to teacher overall performance, both one by one and simultaneously [8]. that is additionally consistent with the outcomes of studies accomplished by way of concluding that there is a vast relationship between educational supervision and teachers' performance. The fulfillment of schooling in schools is basically decided by the success of the foremost in handling the education employees available on the college. The most important is responsible for the implementation of instructional sports, college management, training different educational employees and the utilization and maintenance of facilities and infrastructure [9].

The important is a teacher purposeful staff who's given the challenge of main a faculty wherein the teaching and mastering system is performed, or a place in which there's interaction between the teacher who gives instructions and students who receive interaction instructions among the teacher who offers the lesson and the pupil who receives the lesson [10]. The lifestyle of the social system or agency affects the attitudes and behavior of organizational contributors which then determines the performance of individuals and the enterprise [11]. that is following the results of research that concluded that organizational way of life in colleges and motivation have a tremendous and great have an effect on on teachers' performance, both partially and simultaneously.

Therefore, teachers' performance may be advanced via improving organizational tradition and motivation., Organizational way of life is largely the fundamental values of the organisation, so as to act as a foundation for mindset, behavior, and motion for all members of the enterprise [12]. Organizational culture is the way humans behave in groups and it's miles a fixed of norms which include beliefs, attitudes, core values, and shared behavior styles within the business enterprise. Organizational tradition may be defined as a machine of

values, beliefs, assumptions, or norms that have lengthy been legitimate, agreed upon, and observed by participants. an agency as a code of behavior and solving organizational problems [13].

Teachers' motivation in conducting their duties and obligation is also important for means to improve the learning procedure with a purpose to enhance the quality of present education. therefore, work motivation in psychology is a booster for morale [14]. This is following the opinion of Wainer who states that human beings who've excessive success motivation try difficult to gain nice outcomes in a process. Motivation is commonly described as internal conditions that stimulate, directs, and sustains human behavior. teachers who are motivated to work will cause activity pride due to the fact the teacher's needs are met encourages teachers to enhance their overall performance.

## **2. METHOD**

This research is a descriptive have a look at using a quantitative method with the direction analysis technique using structural equations. This studies become conducted in SMP Kota Pariaman. The look at populace became junior high school teachers in the city of Pariaman, so the studies pattern turned into taken the usage of the Propositional Stratified Random Sampling technique.

The facts collection technique used a questionnaire that become analyzed through descriptive analysis and deductive analysis.

## **3. RESULT AND DISCUSSIONS**

The results of the descriptive evaluation show that there is an effect of the academic supervision of supervisors on teacher overall performance in junior high schools in the course of the town of Pariaman. this is in line with the opinion of Masaong, which states that the characteristic of educational supervision is to improve the getting to know situation via teacher steering. Supervisory instructional supervision has an effect on teacher performance. The leadership of junior excessive school (SMP) principals shows that inspiration: add statistics / statistical effects

The leadership of junior high school (SMP) principals suggests that there's an influence of the main's leadership on teacher overall performance inside the city of Pariaman. for this reason the higher the leadership of the important, the better the teacher's overall performance, conversely if the foremost's management isn't always accurate, the teacher's overall performance isn't top. that is consistent with what [15]. states that the success and consciousness of professional teachers are especially dependent on the management competencies/competencies of the essential. The major is one of the components of education this is influential

in improving teacher performance. within the research discussion above, it is glaring that there is an influence of the essential's leadership on teacher overall performance. This indicates that management is very influential on teacher performance so that to improve teacher performance, a pacesetter who has a function as a charismatic leader is needed

Organizational subculture has a wonderful effect on teacher performance. This shows that the higher the value of organizational culture, the higher the process delight might be and it additionally proves that organizational culture influences the maximum teacher overall performance in a college. The effects of this examine are in step with research carried out by means of Marwan's studies entitled "impact of Organizational culture, management behavior, success Motivation, and process pride on overall performance of Lecturer at non-public university in the Province of Aceh". The consequences of this take a look at suggest that organizational way of life has a substantial effect on job delight. way of life is a social bond that helps bind organizational togetherness by way of providing appropriate requirements for what employees ought to say and do, it's far one of the cultural features of an agency. With this characteristic, personnel can carry out their responsibilities nicely in order that excellent effects are carried out. If the organization and personnel are satisfied, the organizational desires will be accomplished

Work motivation has a high quality effect on process satisfaction. This suggests that the better the value of work motivation given, the better the task pride can be and it additionally proves that paintings motivation impacts teacher overall performance. This research is consistent with the research carried out by way of [16]. , entitled "sturdy vs vulnerable Organizational tradition: Assessing the impact on worker Motivation". The end result of this studies is that organizational lifestyle has a enormous effect on motivation and process delight. Motivation substantially affects worker overall performance, the fulfillment or failure of a corporation in motivating its personnel can be visible by using the performance of its employees at work. Motivation significantly influences employee overall performance, the achievement or failure of a company in motivating its employees can be seen by using the overall performance of its personnel at paintings. someone who is surprisingly stimulated will paintings tough to do the job according to the expected target, someone who is not prompted does not need to do his activity according to the predicted target even does his jobless optimally.

#### 4. CONCLUSION

based at the results of studies and discussion, it can be defined that there's an influence of the educational supervision of supervisors on teacher overall

performance, principal management on teacher performance, organizational tradition on teacher performance, and success motivation on teacher overall performance.

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