

THE INFLUENCE OF LEADERSHIP, SUPERVISION AND WORK DISCIPLINE ON TEACHER PERFORMANCE AT TALITAKUM PRIVATE SMP HIGH SCHOOL MEDAN

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Abstract

This research was conducted at Talitakum Medan Private Middle School with the aim of finding out how much influence leadership, supervision and work discipline partially and simultaneously have on teacher performance. The population in this study were all employees of the Talitakum Medan Private Middle School, totaling 34 people with the independent variables Leadership, supervision and work discipline while teacher performance was the dependent variable. The method used is a data analysis method using multiple linear regression analysis techniques, classical assumption testing and hypothesis testing. The results of the regression test show that 58.6% of performance factors can be explained by leadership, supervision and work discipline, while the remaining 41.4% is explained by other factors not examined in this research such as work motivation, position, intensity, training and so on. Meanwhile, the results of the f test show that simultaneously leadership, supervision and work discipline together have a significant effect on teacher performance with the results of the tcount analysis (28.229) where ttable is 2.922. The results of the T test show that the leadership variable shows the results of the tcount analysis (2.376), the supervision variable shows the results of the tcount analysis (3.935) and the work discipline variable shows the results of the tcount analysis (3.611) where ttable (1.690). So these three variables have a significant effect on teacher performance at Talitakum Medan Private Middle School.

Key words: Leadership, supervision, work discipline and teacher performance.

1. INTRODUCTION

School is an institution that operates in the educational environment. Education is an institution that has an important role in improving the quality of human resources. In improving the quality of human resources in the education sector, teachers are an important component in the world of education, therefore more attention needs to be given to creating quality teachers so that this can support teacher performance. In general, performance can be understood as the amount of contribution made by employees to the progress and development of the institution where they work. Successful performance in the Company There are several factors that can influence teacher performance, including leadership, supervision and work discipline. Leadership is really needed to support teacher performance. Leadership is an art or ability to influence and move teachers so they can carry out their duties with full responsibility. According to Handoko (2014) leadership shows the ability a person has to be able to influence other people to work to achieve the expected goals and objectives.

Therefore, the role of the leader is very important to improve teacher performance. In schools, leadership is led by the principal because the principal has the responsibility to process and direct teachers to improve the quality of performance. Supervision is the process of observing the implementation of all organizational activities to ensure that everything that is being carried out runs according to a predetermined plan. With good supervision, work can be as expected, apart from that, schools that have implemented good supervision can find out things that can be detrimental to the school, such as mistakes or deficiencies in performance. Discipline is a feeling of obedience and obedience to values that have been believed in in the form of responsibilities, such as employee duties in the company, attendance and punctuality. The higher discipline is, the more performance will increase so that teachers will work as best

THE INFLUENCE OF LEADERSHIP, SUPERVISION AND WORK DISCIPLINE ON TEACHER PERFORMANCE AT TALITAKUM PRIVATE SMP HIGH SCHOOL MEDAN

Elsa Gultom¹, Yohny Anwar²

as possible to achieve school goals. In achieving its goals, teacher work discipline is a measure of the success of educational institutions in producing quality human resources, such as school principals who must set a good example, be well disciplined, honest, fair and match their words with their actions. With good leadership examples, teacher discipline will also be good in terms of carrying out tasks, time and responsibility. Talitakum Medan Private Middle School is an institution operating in the field of junior high school education, founded on June 26 2015 with a land area of 800 M2 and received B accreditation in 2017.

The researcher chose the research location at Talitakum Medan Private Middle School because there was information from one of the teachers that The responsibilities of teachers or employees have not been carried out properly, in leadership, namely the lack of supervision carried out by the principal regarding the implementation of teaching and learning so that it often happens that there are still teachers who arrive late in the first hour of the teaching process and after the break is over, sometimes the teacher spends 30 minutes a new subject enters class again or the teacher only enters briefly and then leaves the class so that students will make noise which will disturb other classes who are studying and not come to direct them to be orderly and enter the class again. Based on the results of other observations found by the author, namely regarding the presence of teachers. There are still teachers who are not present at school. This can be seen from January to June 2023. The percentage of teachers who are absent each month can be seen from this table:

Table1.1
Absence of Teachers at Talitakum Medan Private Middle School.

NO	Month	Total number of teachers	Absence			Total Absence	Percent Tase %	Number of working days
			Sick	Permission	Alpha			
1	January	34	5	4	2	11	32.3%	24
2	February	34	8	2	0	10	29.4%	23
3	March	34	5	4	0	9	26.4%	24
4	April	34	4	5	1	10	29.4%	24
5	May	34	3	7	1	11	32.3%	24
6	June	34	4	5	1	13	38.2%	24

Source: data obtained from Talitakum Medan private junior high school (2024)

Table 1.1 shows that the level of teacher absenteeism in January 2023-June 2023 at Talitakum Medan Private Middle School was less than optimal. It can be seen in the table that the total number of absences has increased each month from the previous month. Based on the problems above, the author will conduct research which will aim to see the extent of leadership, supervision and work discipline of teachers at Talitakum Medan Private Middle School so that these teachers have good performance, therefore, researchers are interested in conducting research with the title "The Influence of Leadership, Supervision and Work Discipline on Teacher Performance at Talitakum Medan Private Middle School".

Formulation of the problem

1. Does leadership have a positive and significant partial effect on teacher performance at Talitakum Medan Private Middle School?
2. Does supervision have a positive and significant partial effect on teacher performance at Talitakum Medan Private Middle School?

3. Does Work Discipline have a positive and significant partial effect on Teacher Performance at Talitakum Medan Private Middle School?
4. Do Leadership, Supervision and Work Discipline simultaneously influence performance at Talitakum Middle School, Medan?

2. LITERATURE REVIEW

2.1 Performance

Performance or job performance is defined as an expression of ability based on knowledge, attitudes, skills and motivation in producing something. According to (Kashmere, 2016) Performance is the result of work and behavior that has been achieved in completing the tasks and responsibilities given in a certain period. Employee performance is what influences how much they contribute to the organization. According to (Affandi, 2018), Performance is the work result that can be achieved by a person or group of people in a company in accordance with their respective authority and responsibilities in an effort to achieve organizational goals illegally, does not violate the law and does not conflict with morals and ethics. According to Kasmir (2019), factors that influence employee performance are; Abilities and skills, Knowledge, Work design, Work loyalty, Personality, Job satisfaction, Work discipline, Work environment, Organizational culture, Leadership, Work motivation, Commitment and Loyalty. Meanwhile, according to (Daily Nurbaya Daily, 2022) Factors that influence performance are supervision, organizational culture, individual competency, leadership and motivation

According to Kasmir (2018) employee performance indicators are as follows:

1. Quality (quality), performance measurement can be done by looking at the quality of work produced through a certain process.
2. Quantity (amount), To see performance, you can also look at the quantity or amount someone produces.
3. Time (time period), For certain types of work, a time limit is given for completing the work.
4. Supervision: Almost all types of work require carrying out and requiring supervision of work in progress.
5. Relations between employees, performance appraisal is often associated with cooperation or harmony between employees and between leaders.

2.2 Leadership

According to Kasmir (2018) leadership is the behavior of a leader in organizing, managing and ordering his subordinates to carry out the tasks and responsibilities given. Meanwhile, according to (Dr. Yohny Anwar, 2022) Leadership has been described by several experts as an action that influences other people or subordinates to want to work together to achieve certain goals.

2.3 Leadership Type.

According to Hasibuan (2014), there are several types of leadership styles, namely as follows;

1. Authoritarian Leadership, authoritarian leadership is if the power or authority remains absolutely with the leader or if the leader adheres to a system of centralized authority.
2. Participatory leadership, participatory leadership is when leadership is carried out in a persuasive manner, creating harmonious cooperation, fostering loyalty and participation of subordinates. Leaders motivate subordinates to feel like they own the company.
3. Delegation leadership
Delegative leadership is where a leader delegates authority to subordinates in a fairly complete manner. In this way, subordinates can make decisions and policies freely or freely in carrying out their work, completely handed over to the subordinates.

THE INFLUENCE OF LEADERSHIP, SUPERVISION AND WORK DISCIPLINE ON TEACHER PERFORMANCE AT TALITAKUM PRIVATE SMP HIGH SCHOOL MEDAN

Elsa Gultom¹, Yohny Anwar²

According to (Harahap, 2015), leadership indicators are as follows:

1. Retrieval ability
Decision making is a systematic approach to the nature of the alternatives faced and taking action that according to calculations is the most appropriate action.
2. Motivational ability
This motivational ability becomes a driving force that results in members of an organization being willing and willing to mobilize their abilities and time to carry out various activities for which they are responsible and carry out their obligations in order to achieve the goals and various targets of the organization that have been determined previously.
3. Communication skills
Communication ability is the ability to convey messages, ideas or thoughts to other people with the aim that the other person is able to understand what is meant either directly or indirectly.
4. Controlling ability
subordinates A leader must have the desire to make other people follow his wishes by using position power effectively and appropriately for the long-term interests of the company.
5. Responsibility
Responsibility is one of the factors that a leader must have, which is defined as the obligation to bear everything or give responsibility and bear the consequences.

2.4 Supervision

According to Handoko (2017) "supervision is a process to ensure organizational and management goals are achieved". Whereas (Kadarisman, 2014) states that supervision is an uninterrupted process to ensure that the implementation of duties, functions and authority does not deviate from the rules that have been established in order to achieve organizational goals. Work supervision can be defined as activities that observe, observe values, direct work and use the authority delegated by superiors to subordinates so that sanctions can be given to subordinates.

According to Hasibuan (2014), stated that the objectives of supervision are as follows;

1. So that the implementation process is carried out in accordance with the provisions of the plan.
2. Carry out corrective actions if there are deviations.
3. So that the resulting goals are in accordance with the plan.

According to Handoko (2016) the monitoring indicators are as follows:

1. Standard setting.
Implementation standard measurement determines implementation standards, namely determining the units of measurement that will be used as a benchmark for assessing the results of a job.
2. Work measurement
measurement of work results after the frequency of measurement and monitoring system has been determined, implementation measurement is carried out as an iterative and continuous process. There are several ways to measure work, namely through observation, verbal or written reports, inspections or by taking samples.
3. Job assessment
Work assessment is a process to determine the level of difference between work implementation (results) to be achieved with previously established plans.
4. Corrective action
Corrective actions, corrective actions or corrections are carried out if in the implementation of work deviations or errors are found that must be corrected immediately.

2.5 Work discipline

According to Kasmir (2015), work discipline is an employee's effort to carry out their work activities seriously. According to this expert's opinion, the researcher means that work discipline is the employee's efforts to work seriously. According to Hasibuan (2017), work discipline is a person's awareness and willingness to fulfill all applicable company regulations and social norms.

According to Hartatik (2018) the types of work discipline are as follows:

1. Self Discipline
Self-discipline has a very big role in achieving organizational goals. Through self-discipline, employees are responsible, can manage themselves and will respect themselves and others.
2. Group Discipline
A group will produce optimal work if each member plays a role according to their respective responsibilities.
3. Preventive Discipline
Preventive discipline is an effort made by an organization to create an organizational attitude and climate, where all members of the organization can carry out and comply with the rules that have been set of their own accord.
4. Corrective Discipline
Corrective discipline is an effort to correct and take action against employees who violate applicable rules.
5. Progressive Discipline
Progressive discipline is the provision of heavier punishments for repeated violations.

According to (Hasibuan, 2017) indicators of work discipline are as follows:

1. Attitude, namely the employee's mentality and behavior that originates from his own awareness or willingness to carry out the Company's duties and regulations
2. Norms, namely regulations regarding what employees can and cannot do as long as they comply with the regulations and as a reference for behavior in the form of complying with regulations, namely employees consciously comply with the regulations determined by the Company and follow the work methods determined by the Company.
3. Responsibility, is the ability to carry out duties and regulations within the Company.

4. RESEARCH METHODOLOGY

The population in this study were all employees of the Talitakum Medan Private Middle School, totaling 34 people. The sampling technique used is a census, where all members of the population are sampled. The type of data used in this research is primary data, namely data obtained directly from original sources (not through intermediary media) and data collected specifically to answer research questions. The data collection technique in this research is through a questionnaire, where respondents are asked to fill out a questionnaire that has been provided by the researcher. The data analysis technique used in this research is multiple linear regression analysis using SPSS software.

4.1 Data Quality Test Results

4.1.1 Leadership Validity Test Results

The following can be presented with the results of validity testing for employee performance variables in the following table:

THE INFLUENCE OF LEADERSHIP, SUPERVISION AND WORK DISCIPLINE ON TEACHER PERFORMANCE AT TALITAKUM PRIVATE SMP HIGH SCHOOL MEDAN

Elsa Gultom¹, Yohny Anwar²

Table 4.5
Leadership Validity Test Results

Leadership Validity Test Results (X1)			
Statement Items	R-count	R_table	Information
Leadership_1	0.548	0.339	Valid
Leadership_2	0.407	0.339	Valid
Leadership_3	0.409	0.339	Valid
Leadership_4	0.485	0.339	Valid
Leadership_5	0.507	0.339	Valid
Leadership_6	0.433	0.339	Valid
Leadership_7	0.433	0.339	Valid
Leadership_8	0.442	0.339	Valid
Leadership_9	0.436	0.339	Valid
Leadership_10	0.414	0.339	Valid

Source processed by SPSS, 2024

Table 4.5 shows that all questionnaire items on the leadership variable have a calculated coefficient value of rtable (0.339), so it can be concluded that the questionnaire items on the leadership variable can be declared valid so that they meet the validity assumptions. This means that employees who work in the Company need to have firm leadership in carrying out their duties so that each task can be carried out as well as possible for the Company's progress in the future.

4.1.2 Supervision Validity Test Results

The following can be presented with the results of validity testing for employee performance variables in the following table:

Table 4.6
Supervision Validity Test Results

Supervision Validity Test Results (X2)			
Statement Items	R-count	R-table	Information
Supervision_1	0.541	0.339	Valid
Supervision_2	0.503	0.339	Valid
Supervision_3	0.666	0.339	Valid
Supervision_4	0.567	0.339	Valid
Supervision_5	0.616	0.339	Valid
Supervision_6	0.663	0.339	Valid
Supervision_7	0.466	0.339	Valid
Supervision_8	0.558	0.339	Valid

Source: data processed by SPSS, 2024

Table 4.6 shows that all questionnaire items on the monitoring variable have 8 statements of coefficient values rcount > rtable (0.339), so it can be concluded that the questionnaire items on the

monitoring variable can be declared valid so that they meet the validity assumptions. This means that employees who work in the company can improve company performance if supervision is carried out optimally.

4.1.3 Work Discipline Validity Test Results

The following can be presented with the results of validity testing for employee performance variables in the following table:

Table 4.7 Work Discipline Validity Test Results

Work Discipline Validity Test Results (X3)			
Statement Items	R-count	R-table	Information
Work discipline_1	0.701	0.339	Valid
Work discipline_2	0.529	0.339	Valid
Work discipline_3	0.529	0.339	Valid
Work discipline_4	0.637	0.339	Valid
Work discipline_5	0.497	0.339	Valid
Work discipline_6	0.522	0.339	Valid

Source: data processed by SPSS, 2024

Table 4.7 shows that all questionnaire statement items on the work discipline variable have 6 statements with coefficient values $r_{count} > r_{table}$ (0.339), so it can be concluded that the questionnaire items on the work discipline variable can be declared valid so that they meet the validity assumptions. This means that employees who work at the Company are expected to be able to provide optimal work contributions for the benefit of achieving its main goals so that the Company will excel and be able to survive.

4.1.4 Performance Validity Test Results

The following can be presented with the results of validity testing for employee performance variables in the following table:

Table 4.8 Performance Validity Test Results

Performance Validity Test Results(Y)			
Statement Items	R-count	R-table	Information
Performance 1	0.705	0.339	Valid
Performance 2	0.606	0.339	Valid
Performance 3	0.419	0.339	Valid
Performance 4	0.403	0.339	Valid
Performance 5	0.448	0.339	Valid
Performance 6	0.413	0.339	Valid
Performance 7	0.407	0.339	Valid
Performance 8	0.426	0.339	Valid
Performance 9	0.603	0.339	Valid
Performance 10	0.465	0.339	Valid

Source: data processed by SPSS, 2024

THE INFLUENCE OF LEADERSHIP, SUPERVISION AND WORK DISCIPLINE ON TEACHER PERFORMANCE AT TALITAKUM PRIVATE SMP HIGH SCHOOL MEDAN

Elsa Gultom¹, Yohny Anwar²

Table 4.8 shows that all questionnaire items on the performance variable have 10 statements whose coefficient value is r (0.339), so it can be concluded that the questionnaire items on the performance variable can be declared valid so that they meet the validity assumptions. This means that employees who work in the company are expected to be able to provide optimal work contributions for the benefit of achieving the main goals so that the company will excel and be able to survive.

4.1.5 Rehabilitation Test Results

The results of reliability testing for the leadership, supervision, work discipline and performance variables can be presented in the following table:

Table 4.9
Reliability test results
Reliability statistics

variable	Cronbach's Alpha	Standard coefficient value	conclusion
Leadership_X1	,872	0.6	Reliable
Supervision_X2	,713		Reliable
Work discipline_X3	,787		Reliable
Performance_Y	,637		Reliable

Source: data processed by SPSS, 2024

Table 4.9 shows that the leadership, supervision, work discipline and employee performance variables have a Cronbach's Alpha value of > 0.6 , so it can be concluded that the variable used is reliable. This means that the majority of respondents gave stable and consistent average answers between one questionnaire and another on each research variable.

4.1.6 Classic Assumption Test Results

Normality test results

Below we can present the results of normality testing from the tabulation processing of respondents' answers in the following table;

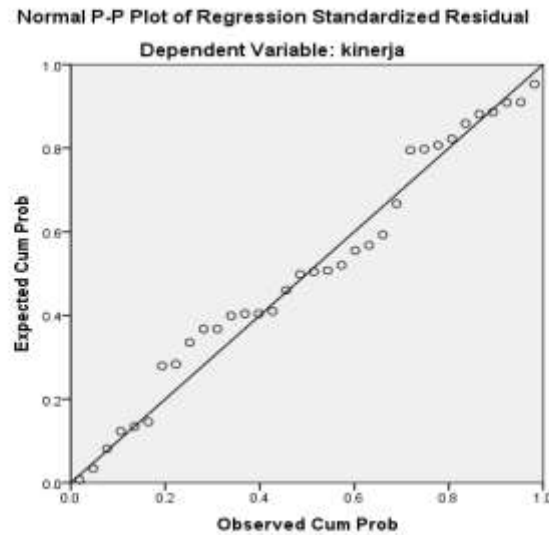
Table 4.10
Kolmogorov Smirnov Test Results

One Sample Kolmogorov Smirnov Test		Unstandardized Residuals
N		34
Normal Parameters, b	Mean	0E-7
	Std. Deviation	.90627481
Most Extreme Differences	Absolute	.101
	Positive	.079
	Negative	-.101
Kolmogorov-Smirnov Z		.587
Asymp. Sig. (2-tailed)		.881

Source: data processed by SPSS, 2024

Table 4.10 shows that the results of the Kolmogorov Smirnov test have a significant value (Asymp. Sig. 2-tailed) namely 0.881 so that the significance value is $0.881 > 0.05$, so it is concluded that the Residual value is normally distributed and meets the assumption of normality. The following can be presented the results of normality testing using the graphic and histogram methods as follows:

1. Graphic Method



Data source processed by SPSS, 2024

Figure 4.1 Normality Test Results of the P-Plot Graphic Method

The image above shows that the points in the regression model are spread evenly and along the diagonal line and are close together, so it can be concluded that the data is normally distributed and meets the normality assumption.

2. Histogram Method

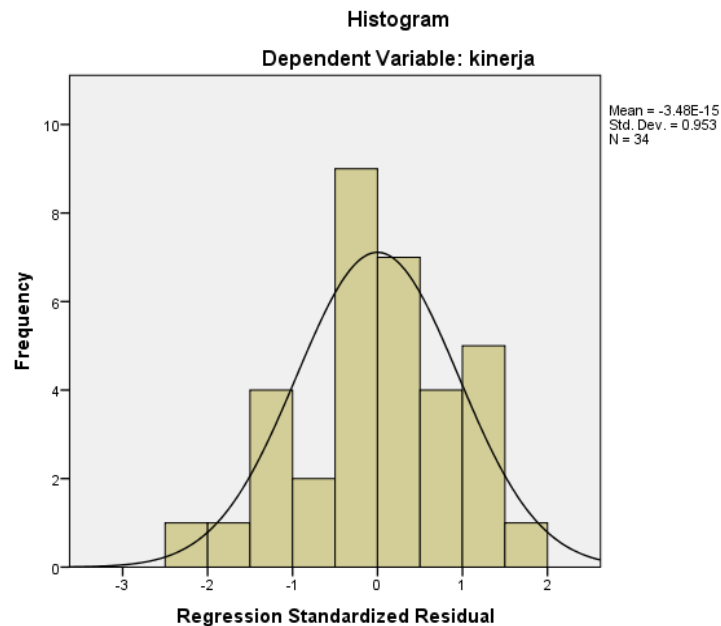


Figure 4.2 Normality Test Results of the Histogram Graphic Method

The image above shows that the lines in the regression model form a curved bell line along the Y axis, so it can be concluded that the data is normally distributed and meets the assumption of normality.

THE INFLUENCE OF LEADERSHIP, SUPERVISION AND WORK DISCIPLINE ON TEACHER PERFORMANCE AT TALITAKUM PRIVATE SMP HIGH SCHOOL MEDAN

Elsa Gultom¹, Yohny Anwar²

Multicollinearity Test Results

The following can be presented the results of the Multicollinearity test from the tabulation processing of respondents' answers in the following table:

Table 4. 11
Multicollinearity Test Results
Coefficients

Variable	Collinearity Statistics	
	Tolerance	VIF
Leadership	,986	1,150
Supervision	,985	1,250
Work discipline	,999	1,531

The data source is processed by SPSS, 2024

Table 4.11 shows that the Leadership, Supervision and Work Discipline variables have a tolerance value > 0.1 and a VIF value < 10 , so it can be concluded that the regression model above does not have symptoms of multicollinearity, which means there is no correlation between the independent variables.

Heteroscedasticity Test Results

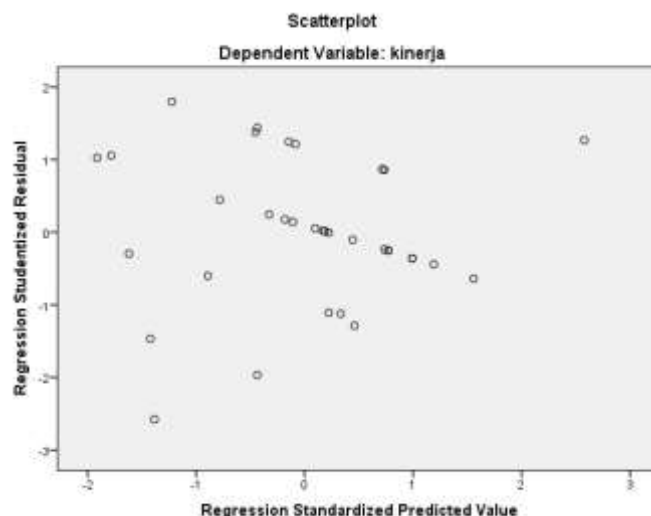
The following can be presented the results of Heteroscedasticity testing from the tabulation processing of respondents' answers in the following table:

Table 4.12
Heteroscedasticity Test Results
Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	31,611	5,769		5,479	,000
Leadership	,091	,080	,190	1,138	,264
Supervision	,264	,128	,346	2,067	,048
work discipline	,015	,067	,037	,225	,823

Data source processed by SPSS, 2024

Table 4.12 shows that for the variables Leadership (sig. 0.000), Supervision (sig. 0.264) and Work Discipline 0.248) so that the independent variable has a significant value > 0.05 , it can be concluded that the regression model does not have symptoms of heteroscedasticity, meaning that in this study there was no there are confounding variables. The following can be presented the results of Heteroscedasticity testing using the scatterplot graphic method from the tabulation processing of respondents' answers in the following figure:



Source: data managed by SPSS, 2024

Figure 4.3 Heteroscedasticity Test Results of the Scatterplot Method

The image above shows that the points in the regression model above are distributed unevenly so that they do not form clear and irregular waves, so it can be concluded that the data is normally distributed and meets the assumption of normality.

4.1.7 Multiple Linear Regression

The following can be presented the results of multiple linear regression testing between leadership, supervision and work discipline on employee performance as can be presented in the following table:

Table 4.13
Multiple Linear Regression Test Results
Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	Std. Error	Beta		
(Constant)	54,093	2,498		21,656	,000
1 Leadership_X3	,259	,039	,179	2,376	,020
Supervision_X2	,359	,039	,506	3,935	,000
Work discipline_X1	,418	,061	,468	3,611	,001

Source: data processed by SPSS, 2024

Table 4.13 shows the results of multiple linear regression testing with results namely $Y = 54.093 + 0.259X_1 + 0.359X_2 + 0.418X_3$. The following is an explanation as follows:

1. The value of a (constant) is 54.093 and is positive, meaning that employee performance will increase by 54.093 assuming that the leadership, supervision and work discipline variables have a fixed coefficient value (zero).
2. Leadership has a coefficient value of 0.259 and is positive, meaning that if there is an increase of one unit, employee performance will increase by 0.259 (25.9%).

THE INFLUENCE OF LEADERSHIP, SUPERVISION AND WORK DISCIPLINE ON TEACHER PERFORMANCE AT TALITAKUM PRIVATE SMP HIGH SCHOOL MEDAN

Elsa Gultom¹, Yohny Anwar²

3. supervision with a coefficient value of 0.359 and is positive, meaning that if there is an increase of one unit, employee performance will increase by 0.359 (35.9%).
4. Work discipline has a coefficient value of 0.418 and is positive, meaning that if there is an increase of one unit, employee performance will increase by 0.418 (41.8%).

4.1.8 Hypothesis Test Results

4.1.8.1 Partial Test Results (t-test)

The following can be presented the results of partial testing between leadership, supervision and work discipline on employee performance as can be presented in the following table,

Table 4.14 Partial Test Results *coefficients*

Model	Standardized Coefficients Beta	t Sig.	
		t	Sig.
1 (Constant)		21,656	,000
Leadership	,179	2,376	,020
Supervision	,506	3,935	,000
Work Discipline	,468	3,611	,001

Source: data processed by SPSS, 2024

In this study, the number of research samples was $n = 34$ so that $t_{table} = 1690$ at sig 0.005. From table 4.14 above, the partial test results can be described as follows:

- a. Leadership partially has a positive and significant effect on employee performance at Talitakum Medan Private Middle School ($t_{count} > t_{table}$, $2.376 > 1.690$ at sig. $0.020 < 0.05$, so the research hypothesis H1 is accepted.
- b. Partial supervision has a positive and significant effect on employee performance at Talitakum Medan Private Middle School ($t_{count} > t_{table}$, $3.935 > 1.690$ at sig. $0.000 < 0.05$, so the research hypothesis H2 is accepted.
- c. Work discipline partially has a positive and significant effect on employee performance at Talitakum Medan Private Middle School ($t_{count} > t_{table}$, $3.611 > 1.690$ at sig. $0.001 < 0.05$, so that the research hypothesis H3 is accepted.

4.1.8.2 Simultaneous Test Results (F-Test)

The following can be presented the results of simultaneous testing between leadership, supervision and work discipline on employee performance as can be presented in the following table,

Table 4.15 Simultaneous Test Results

ANOVAa

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	427,812	3	209,271	28,229	,000b
Residual	527.191	30	17,906		
Total	1655.003	33			

a. Dependent Variable: Y

b. Predictors: (Constant), Work_discipline, Supervision, Leadership

source: data processed by SPSS, 2024

Table 4.15 above shows that the calculated f value processed with SPSS is 28.229 at sig 0.000. Meanwhile, the ftable value seen in the table of values for the F distribution is 2.92. This means that the independent variables consisting of leadership, supervision and work discipline together have a significant effect on employee performance at Talitakum Medan Private Middle School. ($F_{count} > F_{table}$, $28.22 > 2.92$ at sig $0.000 < 0.05$, so the research hypothesis H4 is accepted.

4.1.8.3 Coefficient of Determination Test Results (R²)

The following can be presented the results of testing the determination between leadership, supervision and work discipline on employee performance as can be presented in the following table:

Table 4.16
Coefficient of Determination Results (R²)
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.711a	.676	.586	.952

a. Predictors: (Constant), Work_discipline, Supervision, Leadership

Source: data processed by SPSS, 2024

Table 4.16 shows the coefficient of determination value of $R = 0.711$, meaning that there is a strong correlation between leadership, supervision and work discipline and employee performance at Talitakum Medan Private Middle School. The R Square value = 0.586 means that 58.6% of employee performance can be explained by leadership, supervision and work discipline and the remaining 41.4% can be explained by other variables that were not studied such as work motivation, position, intensive, training and so on.

1. The Influence of Leadership on the Performance of Tallitakum Medan Private Middle School Teachers.

Based on the research results, it can be seen that supervision variables have a significant effect on employee performance as seen from the t test where $t_{count} > t_{table}$, $2.376 > 1.690$ with a significance of $0.020 < 0.05$, so the research hypothesis H1 is accepted. This shows that leadership is a factor that influences employee performance in carrying out work. The role of leadership is very important in improving employee performance. Leadership will of course influence the mindset of employees who will always be enthusiastic and further improve their performance in carrying out the tasks given by the Company so that it will directly increase productivity for Talitakum Medan Private Middle School.

2. The Effect of Supervision on the Performance of Tallitakum Medan Private Middle School Teachers.

Based on the research results, it can be seen that the supervision variable has a significant effect on employee performance as seen from the t test where $t_{count} > t_{table}$, $3.935 > 1.690$ significantly. $0.000 < 0.05$ so hypothesis research H1 is accepted. This test shows that supervision is a factor that influences employee performance in carrying out work. Supervision has a role in ensuring that organizational and management goals are achieved. This is concerned with ways of making activities according to plan. An effort to establish implementation standards with the aim of planning, designing information systems, comparing previously determined standard activities and taking necessary corrective actions to ensure that all human resources are used in an effective and efficient manner in achieving goals, supervision is also an assessment activity towards activities with the aim that these activities carry out their functions well and can fulfill the stated

THE INFLUENCE OF LEADERSHIP, SUPERVISION AND WORK DISCIPLINE ON TEACHER PERFORMANCE AT TALITAKUM PRIVATE SMP HIGH SCHOOL MEDAN

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objectives.

3. The Influence of Work Discipline on the Performance of Tallitakum Medan Private Middle School Teachers.

Based on the research results, it can be seen that the supervision variable has a significant effect on employee performance as seen from the t test where $t_{count} > t_{table}$, $3.611 > 1.690$ on sig. $0.001 < 0.05$, so the research hypothesis H1 is accepted. This test shows that work discipline is a factor that influences employee performance in carrying out work. Work discipline greatly influences the achievement of company performance towards the targets that have been set. If employees are not disciplined in their work, the results obtained will not be optimal. This can be seen from employee absenteeism, late arrival to work, returning home not on time and employees who often slack off during breaks, thus affecting the level of employee performance in achieving organizational goals. Therefore, school leaders or principals need to make improvements in policies and sanctions against employees who violate work rules. So that work discipline between employees can run well and optimally, employees can work better in accordance with what the organization wants to achieve.

5. Conclusion

Based on the results of the research that has been carried out, the conclusions in this research are as follows:

1. The leadership variable partially has a positive and significant effect on teacher performance at Talitakum Medan Private Middle School. This means that good leadership and supporting employees can make employees always enthusiastic about carrying out the tasks given and mobilizing all their potential for the Company in order to achieve the school's vision and mission.
2. The supervision variable partially has a positive and significant effect on teacher performance at Talitakum Medan Private Middle School. This means that supervision will ensure the maintenance of order and smooth implementation of work which will lead to consistent improvement in employee performance.
3. The work discipline variable partially has a positive and significant effect on teacher performance at Talitakum Medan Private Middle School. This means that work discipline between employees can run well and optimally, employees can work better in accordance with what the school wants to achieve.

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