

The Effect of Implimentation of Policy, Leadership, and Professionalism of Teacher Effectiveness of Learning Madrasah Ibtidaiyah in Semarang Regency

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Abstract- Government Policy to madrasah ibtidaiyah has not impacted to learning effectiveness yet, as well as leadership and less professional teacher.

The purpose of research is to analyze how much influence the implementation of policy, leadership, professionalism of teachers either individually or jointly on the effectiveness of learning madrasah ibtidaiyah in Semarang Regency.

Model of research is explanatory models that attempt to explain the position of the variables, study of the effect of one variable to another variable. Collecting data using a questionnaire and the population of superintendent, principals, madrasah ibtidaiyah teachers, parents, student of madrasah ibtidaiyah, with a sample of 350 people, which is obtained through a stratified random sampling, data simple analysis and multiple linear regression.

Based on the analysis, it showed that partial result the influential Policy Implementation 75.4%, Leadership 29.4% and Professionalism of teachers 74.6%. Those variables significantly affect the effectiveness of learning 79% in all Semarang Regency. From these results shown that visible leadership role is still lacking, this requires attention to the progress of madrasah ibtidaiyah.

Index Terms- implementation of policy leadership, teacher professionalism, and effectiveness of learning

I. INTRODUCTION

Education as an institution that is very competent to improve the quality of human resources as well as promoting development, because there are many people with low education (elementary school, junior high school and senior high school) and their activities in agriculture, small industry of both traditional and modern, government, commerce, social services, and construction.

The effectiveness of learning is a part of the learning process in schools, as the executor in the learning process is (teachers and students). The success of learning process will be influenced by many factors one of them is the Teacher. Teacher Professionalism role in advancing education will produce intelligent human in that Indonesia. Various policies are intended to improve education, because education is believed to be the nation that became the nation's wealth and the success of national development. Likewise leader who can carry out the task properly, teacher professional learning will be acted upon

effectively, which will bring progress in madrasah ibtidaiyah, especially in Semarang Regency.

But on the other hand there are also many problems in carrying out the effectiveness of learning at the madrasah ibtidaiyah in Semarang Regency, such as:

1. Teacher are not able to select the method, the right media
2. Teacher are still lacking of knowledge of methods, and media
3. The school facilities are not optimal,
4. Parents do not support the spirit of learning
5. Students lack of knowledge of the internet and information technology site,
6. The materials are denser (lack of time), etc.

Researchers are interested in doing research on the effectiveness of learning in madrasah ibtidaiyah, because the most potential sectors in an effort to educate, build a nation, for it requires a professional teacher, and leadership that "Tut Wuri Handayani" in implementing the policy.

II. PROBLEM IDENTIFICATION

The issue in this study can be formulated as follow :

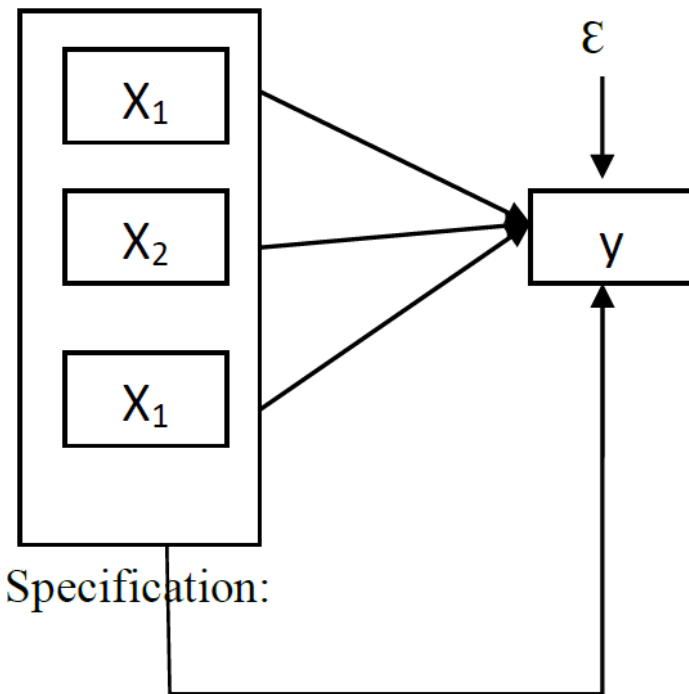
1. How much influence of the effectiveness of policy implementation at the madrasah ibtidaiyah learning in Semarang Regency?
2. How much influence of the effectiveness of leadership at the madrasah ibtidaiyah in Semarang Regency?
3. How much influence of the effectiveness of teacher professional learning at the madrasah ibtidaiyah in Semarang Regency?
4. How much influence of policy implementation of leadership and professionalism of staffs, together on the effectiveness of learning at the madrasah ibtidaiyah in Semarang Regency?

III. METODOLOGY RESEARCH

A. Research Method

The method that is used in this study is the analysis simple and multiple linear regression, with X as the independent variable (independent) and Y as the dependent variable (dependent). Variabel studies and analyzed are:

The independent variable is the implementation of policy, leadership, professionalism of teacher and dependent variable is effectiveness of learning madrasah ibtidaiyah



- X₁: Government Policy, as the independent variable
- X₂: Leadership, as an independent variable
- X₃: The professionalism of teacher, as independent variable
- Y: The effectiveness of learning, as the dependent variable
- ε: Epsilon, that other factors beyond the X₁, X₂, X₃ effect, for the Y, but not examined

B. Discussion

According to the analysis that described above, a factor that influencing the effectiveness of learning madrasah ibtidaiyah in Semarang Regency is the implementation of policy, leadership, professionalism of teachers and it has been proven very significant.

In the discussion of the results of this study and the analysis results proved that effectiveness of learning madrasah ibtidaiyah in Semarang Regency which amounted to 0.405, significantly and positively impact on the effectiveness of learning in Semarang Regency indicated by the coefficient of determination 0.754 or 75.4% and the remaining 24, 6% by other things that are not investigated.

According to the theory Dwijowijoto (2003; 158) mentions that the implementation of the policy in principle is the way carried out so that a policy can achieve its goal. Described by Putt and Springer (1989: 45). The implementation of the policy is a set of activities and decisions that facilitate policy statement in the formulation materialize into organizational practice.

To implement the policy, there are two options: directly implemented in the form of programs or by derivatives of public policy.

From the results of the analysis showed that the leadership variables are positive and significant impact on the effectiveness

of learning madrasah ibtidaiyah in Semarang Regency. It looks outcome variable X₂ Leadership (0.068) significant and positive impact on the effectiveness of learning which is indicated by the coefficient of determination 0.294 or 29.4% of the model can be explained by the variables of leadership and (70.6%) by other things that are not investigated. This shows that the leadership have real impact on the effectiveness of learning madrasah ibtidaiyah in Semarang Regency.

Greenleaf (2002) defines the servant leader is a leader who cares for the growth and dynamics of his followers and community life and therefore he put these thing in comparison to the achievement of personal ambition and his course or pattern

From the results of the analysis showed that the variables professionalism of teachers (X₃) of (2.94) and a significant influence on the effectiveness of learning positively shown with determination coefficient 0,746 or 74.6 of the model can be explained by the variable Professionalism and 25.4% by other things not examined

Professionalism in (Korten and Alfonso, 1981)is measured by the expertise possessed by a person in accordance with the needs of the tasks assigned to an individual organization. Ability, innovation, and responsiveness become motivating professionalism factor. Professionalism is very influential forces in an effort to realize the effectiveness of learning madrasah ibtidaiyah.

Simple linear regression line formed between policy implementation variables (X₁), leadership (X₂), the professionalism of teachers (X₃) with the effectiveness of learning (Y) in 4

Semarang district is $\hat{Y} = 0.452 + 0,405X_1 + 0,068X_2 + 0,467X_3$. The statistical results showed that the implementation of policy, leadership, professionalism apparatus provide a significant contribution to learning in the Semarang Regency.

Recapitulation of the beta coefficient value are divided into a major factor, enabling factor and the factor of the amplifier. The main factor is the professionalism of the apparatus (X₃) is the implementation of the policy (X₁) and the amplifier is leadership factor (X₂).

IV. CONCLUSION

The Conclusions based on the research of result, are:

1. Implementation of policies significantly by75.4% of the madrasah ibtidaiyah learning effectiveness in Semarang regency. This means that the implementation of policies play a role in determining the success or failure of learning madrasah ibtidaiyah in Semarang Regency, because the effectiveness of learning will bring progress to the madrasah ibtidaiyah.

2. Leadership affects 29% of the effectiveness of learning in Semarang Regency. This shows that their leaders who have little concern for the impact on the effectiveness of learning madrasah ibtidaiyah in Semarang Regency, especially guidance from the government on the effectiveness of learning remains absolutely necessary, as a form of responsibility against the 1945 Constitution.

3. The professionalism of teachers affects by 74.6% of the effectiveness of learning in Semarang Regency. This shows that the professionalism of teachers who have the duty and responsibility of implementing the learning will have an impact

on the effectiveness of learning madrasah ibtidaiyah in Semarang Regency, especially to face of globalization.

4. Implementation of policies, leadership, professionalism of teachers affects for 79.1% of the madrasah ibtidaiyah learning effectiveness in Semarang Regency

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