Quality Improvement of Vocational High School Graduates

Nani Imaniyati*
Faculty Economic and Business Education, Universitas Pendidikan Indonesia
Indonesia

Budi Santoso
Faculty Economic and Business Education, Universitas Pendidikan Indonesia
Indonesia

Adman
Faculty Economic and Business Education, Universitas Pendidikan Indonesia
Indonesia

*Corresponding author's Email: adman@upi.edu

Research Highlights

Based on the overall description of the phenomena and problems of education above, an in-depth study needs to be carried out to obtain comprehensive information about the problem and its solutions. Hopefully, this is what attracts the authors to conduct a research, and then it will be outlined in the article entitled: “FACTORS CONTRIBUTING TO COMPETENCY QUALITY OF GRADUATES (A Study of the Influence of Principal Leadership, Teacher Performance, Teacher's Work Motivation, and Learning Process on the Competency Quality of Management and Business Vocational High School Graduates).

Graphical Abstract (optional)

The problem in this research is quality of competency graduate of Vocational High School. This is evident from the problem of the low graduation rate and the unemployment rate in Indonesia is a phenomenon of the quality of graduate competence that has not been optimal. The purpose of this research is to get the concept of Vocational High School to improving the quality of graduate competence so that it can produce skilled workers from qualified graduate school. Technique of collecting data using questionnaire with ordinal scale. While the method used is Explanatory Survey Method. Respondents size 150 teachers, taken randomly from 30 Vocational School shoo. Data processing techniques using path analysis. Based on the data analysis, it can be concluded that (1) the leadership of the principal has a strong, positive, and significant influence on teacher teaching performance and teacher work motivation; (2) Principal leadership, teacher teaching performance and teacher work motivation, have a positive and significant impact on the learning process; (3) Headmaster leadership, teacher
teaching performance and teacher work motivation, and learning process, have positive and significant impact on the quality of graduate competence. Recommendations proposed that the intervention of the foundation of the principal's policies should be reduced. The principal should strive to foster motivation and teaching standards that have been adapted to the 2013 curriculum, making it easier for teachers to convey the content of learning in teaching and learning activities in schools.

**Research Objectives**

Based on the overall description of the phenomena and problems of education above, an in-depth study needs to be carried out to obtain comprehensive information about the problem and its solutions. Hopefully, this is what attracts the authors to conduct a research, and then it will be outlined in the article entitled: “Factors Contributing To Competency Quality Of Graduates (A Study of the Influence of Principal Leadership, Teacher Performance, Teacher's Work Motivation, and Learning Process on the Competency Quality of Management and Business Vocational High School Graduates)”.

**Methodology**

Scientific research is basically an attempt to express natural phenomena in a systematic, controlled, empirical, and critical manner (Kerlinger, 1990). If later translated into statistical language, then the definition of research is an attempt to express relationships between variables (Rasyid, 1993).

Referring to these limitations and according to the research objectives that have been formulated, this research employed the Survey Method (Explanatory Survey Method). This method, in accordance with the one presented by (Singarimbun & Effendi, 1989), is limited to the understanding of sample surveys that aim at testing hypotheses that have been formulated previously (testing research). Although the description also contains a description, as a relational research, the focus lies in the explanation of the relationships between variables.

This model will reveal the magnitude of the influence of the causal variables on the effect variable (Rasyid, 1993). In this research, the level of general applicability of the results, and also the level of the phenomenon occurring in the research location, is also the same.

**Data Analysis Technique**

Data analysis technique can be interpreted as a way of carrying out an analysis of the data, with the aim of processing the data into information, so that the characteristics of the data can be easily understood and useful to answer problems related to research activities, both related to data descriptions and to make inductions, or draw conclusions about population characteristics (parameters) based on data obtained from samples (statistics).

Based on these guidelines, observations to obtain research data in accordance with the research objectives will be made to describe and analyze principal leadership, teacher performance, teacher's work motivation, learning process, and competency quality of Management and Business Vocational High School graduates in Bandung City.

\[ H_0: \beta = 0 \] : There is no influence of principal leadership, teacher performance, teacher's work motivation, and learning process on the competency quality of Management and Business Vocational High School graduates in Bandung City.
Let $H_1: \beta \neq 0$.

There is an influence of principal leadership, teacher performance, teacher’s work motivation, and learning process on the competency quality of Management and Business Vocational High School graduates in Bandung City.

Significance test of correlation coefficient was done by t-test. The results of the correlation significance test determined whether the decision was to reject the null hypothesis (H0) and accept the alternative hypothesis (H1) or to accept H0 and reject H1 after comparing the results of the t-test (empirical) and $t_{table}$ (theoretical): (a) If $p<0.05$ or $t_{observe}<t_{table}$, H0 is not rejected; and (b) If $p<0.05$ or $t_{observe}>t_{table}$, H0 is rejected.

**Results**

**Table 1: Regression coefficient, $t_{observe}$ value, and probability value**

<table>
<thead>
<tr>
<th>Coefficients</th>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Constant</td>
<td>-38.170</td>
<td>-1.660</td>
<td>.103</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Principal Leadership</td>
<td>.399</td>
<td>.445</td>
<td>4.616</td>
<td>.000</td>
</tr>
<tr>
<td></td>
<td>Teacher Performance</td>
<td>.412</td>
<td>.361</td>
<td>3.706</td>
<td>.000</td>
</tr>
<tr>
<td></td>
<td>Teacher’s Work Motivation</td>
<td>.329</td>
<td>.228</td>
<td>2.378</td>
<td>.021</td>
</tr>
<tr>
<td></td>
<td>Learning Process</td>
<td>.524</td>
<td>.245</td>
<td>2.534</td>
<td>.014</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Competency Quality of Graduates

**The Influence of Principal Leadership on Competency Quality of Graduates**

In the table above, the value of $p<0.05 = 0.000<0.05$. So, H0 was rejected, which means that the independent variable of Principal Leadership partially had a positive and significant influence on the variable of Competency Quality of Graduates. This research had proven that Principal Leadership had a positive and significant influence on the Competency Quality of Graduates. So, the more the Principal Leadership influence is, the higher the Competency Quality of Graduates is, and vice versa.

**The Influence of Teacher Performance on Competency Quality of Graduates**

In the table above, the value of $p<0.05 = 0.000<0.05$. So, H0 was rejected, which means that the independent variable of Teacher Performance partially had a positive and significant influence on the variable of Competency Quality of Graduates. This research had proven that Teacher Performance had a positive and significant influence on the Competency Quality of Graduates. So, the more the Teacher Performance influence is, the higher the Competency Quality of Graduates is, and vice versa.

**The Influence of Teacher’s Work Motivation on Competency Quality of Graduates**

In the table above, the value of $p<0.05 = 0.021<0.05$. So, H0 was rejected, which means that the independent variable of Teacher’s Work Motivation partially had a positive and significant influence on the variable of Competency Quality of Graduates. This research had proven that Teacher’s Work Motivation had a positive and significant influence on the Competency Quality of Graduates. So, the more the Teacher’s Work Motivation influence is, the higher the Competency Quality of Graduates is, and vice versa.

**The Influence of Learning Process on Competency Quality of Graduates**
In the table above, the value of p<0.05 = 0.014<0.05. So, H0 was rejected, which means that the independent variable of Learning Process partially had a positive and significant influence on the variable of Competency Quality of Graduates. This research had proven that Learning Process had a positive and significant influence on the Competency Quality of Graduates. So, the more the Learning Process influence is, the higher the Competency Quality of Graduates is, and vice versa.

**The Influence of the Principal Leadership, Teacher Performance, Teacher's Work Motivation, and Learning Process on Competency Quality of Graduates**

Table 2: ANOVA

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>1968.380</td>
<td>4</td>
<td>492.095</td>
<td>13.919</td>
<td>.000&lt;sup&gt;b&lt;/sup&gt;</td>
</tr>
<tr>
<td>Residual</td>
<td>1944.470</td>
<td>55</td>
<td>35.354</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>3912.850</td>
<td>59</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Dependent Variable: Competency Quality of Graduates
b. Predictors: (Constant), Learning Process, Principal Leadership, Teacher’s Work Motivation, Teacher Performance

**Findings**

The researcher conducted hypothesis testing aimed at drawing conclusions of the principal leadership, teacher performance, teacher's work motivation, and learning process on the competency quality of Management and Business Vocational High School graduates in Bandung, meaning that the high or low quality of graduate competencies was influenced by the principal leadership, teacher performance, teacher's work motivation, and learning process itself.

The hypothesis was tested by referring to the significance of the correlation coefficient (F-test) resulting in F<sub>observed</sub>=0.000. The F<sub>observed</sub> was then compared with the value of F<sub>table</sub> at α=0.05. Thus, F<sub>observed</sub> > F<sub>table</sub>, means that H0 was rejected and H1 was accepted. It could be concluded that there was a positive and significant influence of the principal leadership, teacher performance, teacher's work motivation, and learning process on the competency quality.

**Acknowledgement**

Acknowledgment: This research was funded and supported by Directorate of Research and Community Service Directorate General of Research and Development Strengthening Ministry of Research, Technology and Higher Education. In the course of writing this paper and participating in this conference. In this great chance, researchers want to say thanks to DIKTI for all the help.
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