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Quality Improvement of Vocational High School Graduates

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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 schoo. 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.



$H_1 : \beta \neq 0$: 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

Model		Coefficients		Beta	t	Sig.
		Unstandardized Coefficients	Standardized Coefficients			
		B	Std. Error			
1	(Constant)	-38.170	22.993		-1.660	.103
	Principal Leadership	.399	.086	.445	4.616	.000
	Teacher Performance	.412	.111	.361	3.706	.000
	Teacher's Work Motivation	.329	.138	.228	2.378	.021
	Learning Process	.524	.207	.245	2.534	.014

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, H_0 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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1968.380	4	492.095	13.919	.000 ^b
	Residual	1944.470	55	35.354		
	Total	3912.850	59			

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 $F_{\text{observe}} = 0.000$. The F_{observe} was then compared with the value of t_{table} at $\alpha = 0.05$. Thus, $F_{\text{observe}} > F_{\text{table}}$, means that H_0 was rejected and H_1 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.

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