



The Influence Of Principal Managerial Competency And Teacher Work Motivation On Teacher Performance At State Middle School 1 Airmadidi

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Abstract

Mangkang, Debora, Prisilia. 2026. The Influence of Principal Managerial Competence and Teacher Work Motivation on Teacher Performance at SMP Negeri 1 Airmadidi. Thesis, Educational Management Master's Program. Postgraduate Program. State University of Manado. Supervisor I: Prof. Dr. Shelty DM Sumual, M.Sc. Supervisor II: Prof. Dr. Henny Nikolin Tambingon, M.Pd.

This study aims to analyze the influence of principal managerial competence and teacher work motivation on teacher performance at SMP Negeri 1 Airmadidi. The research problem is motivated by several indicators of low teacher performance, such as a lack of variety in teaching methods, low initiative in self-development, and delays in completing instructional administration. These conditions highlight the need for the principal's leadership role and an increase in teacher motivation to support performance improvement. This study employs a quantitative approach. The population in this study consists of all 40 Civil Servant (ASN) teachers at SMP Negeri 1 Airmadidi. Data collection was conducted through Likert-scale questionnaires and subsequently analyzed using multiple linear regression analysis. The results show that principal managerial competence has a positive and significant influence on teacher performance, with a t -count of $3.067 > t$ -table 2.051 and a significance level of $0.004 < 0.05$. Teacher work motivation also has a positive and significant influence on teacher performance, with a t -count of $4.282 > t$ -table 2.051 and a significance level of $0.001 < 0.05$. Furthermore, simultaneously, principal managerial competence and teacher work motivation have a significant effect on teacher performance with an F -count (9.97) $> F$ -table (3.35) and a significant value of $0.001 < 0.05$. Based on these results, it can be concluded that principal managerial competence and teacher work motivation play a crucial role in improving teacher performance. Therefore, principals are expected to continuously enhance their managerial skills in managing schools and provide support that can boost teacher motivation, thereby improving the quality of learning in schools.

Keywords:Principal Managerial Competence, Teacher Work Motivation, Teacher Performance.

Introduction

Education is a key factor in improving the quality of human resources. The success of education in schools is greatly influenced by the performance of teachers, the primary implementers of the learning process. Teachers play a crucial role in planning, implementing, and evaluating learning to optimally achieve educational goals. Therefore, improving teacher performance is crucial in efforts to improve the quality of education.

One factor influencing teacher performance is the principal's managerial competence. As a school leader, the principal plays a strategic role in managing existing resources, including teachers. A principal with strong managerial competence can create a conducive work environment, provide clear direction, and increase teacher motivation in carrying out their duties.

In addition to the principal's managerial competence, teacher work motivation also influences teacher performance. Work motivation is an intrinsic drive to perform well. Teachers with high work motivation tend to be more responsible, disciplined, and enthusiastic in carrying out their teaching tasks.

Based on this description, this study aims to determine the influence of the principal's managerial competence and teacher work motivation on teacher performance at SMP Negeri 1 Airmadidi.

Theoretical review

Teacher performance is the work results achieved by teachers in carrying out their professional duties as educators. Teacher performance can be measured by their ability to plan lessons, implement them, conduct assessments, and improve professional competence. Teachers with good performance are able to create effective and high-quality learning processes.

A principal's managerial competence is the principal's ability to plan, organize, direct, and evaluate all school activities. A principal with strong managerial competence is able to effectively manage teaching staff and create a conducive work environment for teachers.

Teacher work motivation is the drive teachers possess to optimally carry out their duties and responsibilities. High work motivation will encourage teachers to perform better, be more disciplined, and be more responsible in carrying out the learning process.

Based on the theoretical study, it can be concluded that the principal's managerial competence and teacher work motivation are suspected to have an influence on teacher performance.

Research methods

This study used a quantitative approach with a causal associative approach. The study was conducted at SMP Negeri 1 Airmadidi, North Minahasa Regency, North Sulawesi Province, during the 2025/2026 academic year.

The population in this study was all 40 ASN teachers at SMP Negeri 1 Airmadidi. Due to the relatively small population, the entire population was used as the research sample. The variables in this study consisted of the principal's managerial competence (X1), teacher work motivation (X2), and teacher performance (Y).

The data collection technique used a questionnaire with a Likert scale. The data obtained were analyzed using validity tests, reliability tests, classical assumption tests, and multiple linear regression analysis. Hypothesis testing was conducted using t-tests and F-tests.

Research Results and Discussion

This study involved 40 respondents, all civil servant teachers at SMP Negeri 1 Airmadidi. Validity tests showed that all statement items were valid, while reliability tests

showed that all variables had Cronbach's Alpha values greater than 0.60, thus declaring the research instrument reliable.

The results of multiple linear regression analysis indicate that the principal's managerial competence and teacher work motivation have a positive effect on teacher performance. The t-test results indicate that the principal's managerial competence has a significant effect on teacher performance with a significance value of $0.004 < 0.05$. Teacher work motivation also has a significant effect on teacher performance with a significance value of $0.001 < 0.05$.

The F-test results indicate that principal managerial competence and teacher work motivation simultaneously have a significant effect on teacher performance with a significance value of $0.001 < 0.05$. This indicates that both variables play an important role in improving teacher performance.

Conclusion and Suggestions

Based on the research results, it can be concluded that the principal's managerial competence and teacher work motivation have a positive and significant influence on teacher performance at SMP Negeri 1 Airmadidi. The better the principal's managerial competence and the higher the teacher work motivation, the better the teacher performance.

It is recommended that principals continue to improve their managerial competencies, particularly in guiding and motivating teachers. Teachers are also expected to continually improve their work motivation to optimize their performance in carrying out their duties as educators.

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