

# THE EFFECT OF SCHOOL MANAGEMENT AND STUDENT LEARNING CULTURE ON STUDENT LEARNING EFFECTIVENESS

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## ABSTRACT

The effectiveness of student learning in schools is the main responsibility of a leader, where leaders help teachers to do better. Performance appraisals are conducted to tell teachers what management expects to build a better understanding of each other. Assessment must recognize achievement and make plans to improve Student Learning Effectiveness. Research objectives: 1) To find out how much influence school management has on student learning effectiveness. 2) To find out how much influence the Student Learning Culture has on the Effectiveness of Student Learning. 3) To find out how much influence School Management and Student Learning Culture collectively have on Student Learning Effectiveness. This research is a case study research with a survey approach. The sample amounted to 61 people with Use a simple random sample method to determine the sample size. Data is collected through questionnaires and interviews, and data analysis techniques use multiple regression techniques. Conclusion: 1) School management has a positive impact on improving student learning efficiency. 2) Student learning culture has a positive impact on improving student learning efficiency. 3) Have a positive impact on school management and Student Learning Culture together to increase the effectiveness of student learning.

**Keywords:** *School Management, Learning Culture and Student Learning Effectiveness*

## INTRODUCTION

Education is one of the means to improve the quality of human resources (HR), where basically education has a role in increasing basic human abilities to be able to utilize, develop, and master science and technology. Quality human resources are very important, in carrying out sustainable development. Therefore, the expansion and equitable distribution of learning opportunities is one of the main priorities in development, both educational facilities and infrastructure.

The mandate to carry out various educations needed to fulfill independence and liberate the life of the nation is stated in the fourth paragraph of the Preamble to the 1945 Constitution, namely: "to educate the life of the nation, and in Article 31 of the 1945 Constitution, that: (1) Every citizens have the right to receive teaching, (2) The government seeks to organize a national teaching system regulated by law (UU). The definition of "teaching" in Article 31 of the 1945 Constitution is identical to the definition of education as it is known today. The term "teaching" in the past was also attached to the name of the Department of Teaching which is now the Ministry of National Education. Changes in the important nature of the HR function and the HR department. These changes require HR to continuously improve their commitment, skills, knowledge and high abilities. The existence of school management

is very necessary in every school in order to achieve the set goals. As we all know, achieving the goals of this school is what every school wants. But on the other hand, if teachers perform poorly, it is of course difficult to achieve good and satisfactory results. The low performance of the teacher is more unfavorable if the teacher experiences difficulties at work and tends to give up rather than overcoming these difficulties.

School culture demonstrates the values, beliefs and principles that underlie a school management system as well as management practices and behaviors that reinforce and reinforce these basic principles. The existence of a good school culture will facilitate the achievement of good student achievement.

From this description, it can provide an understanding that the school's organizational culture will be able to explain how schools function, such as whether the school's internal mechanisms occur, because school members enter schools with the cultural provisions they have, some of which are positive, namely those that support quality improvement learning. However, there is something negative, namely that it hinders efforts to improve the quality of learning.

This is in accordance with the results of research conducted by (Guruh Rafsanjani and Sulasno, 2017) A positive culture that is less supportive has resulted in delays or delays in the implementation of school policies, meaning that organizational culture with all its problems can interfere or affect the effectiveness of school policies. The results show that from the results of correlation analysis and regression equation, the correlation value  $r=0.627$  of organizational culture (X) to school policy (Y) effectiveness, that is, organizational culture (X) school policy effectiveness (Y) is very strong. And the nature of the relationship is positive (+), which means that the better the organizational culture, the higher the effectiveness of school policies. The value of the determinant coefficient is 39%. Thus, it can be seen that the level of influence of organizational culture on the effectiveness of school policies is 39%.

To create a quality education, it must be supported by the effectiveness of student learning. In increasing the effectiveness of student learning, there are several things that can influence it, including the learning methods used, and the quality of teachers in delivering teaching. This is based on the results of the research

According to the author's preliminary observation in July 2020, in the context of preventing the Covid-19 pandemic, the teaching activities will be adjusted to the PSBB (large-scale social restriction) implemented in DKI Jakarta to achieve the learning effect of SDN. Jatipulo 06 am, the method applied learning method is teaching method and program learning method, Because the study time is limited, although there are a lot of materials to be taught, and the educational institutions that open elementary schools have fewer teachers and a large number of students. Programmed learning methods use specially prepared teaching materials. The teaching content in it must be broken down into small steps, sequenced carefully, directed to reduce errors, and followed by immediate feedback.

Starting from the description above, a research will be conducted on "The Influence of School Management and Student Learning Culture on the Effectiveness of Student Learning at SDN Jatipulo 06 Pagi

## **METHOD**

### **A. Research Approach and Method**

The approach used in this research is a quantitative approach by using descriptive methods as well as explanatory methods.

Quantitative approach is an approach in research that uses numbers. The description method is a research method that aims to provide an overview of the phenomena and symptoms of the variables of the object being studied, while the explanatory method is a study that aims to explain the relationship or influence of a variable on other variables and to test research hypotheses.

### **B. Conceptual Definition**

#### **1. School Management Concept**

School Management is a systematic, systemic and comprehensive collaborative process in order to realize national education goals in accordance with the skills, attitudes and

appreciation possessed by teachers to be able to carry out learning tasks. The most important thing in school management is the management of the components of the school itself.

## 2. School Culture Concept

Learning culture comes from the concept of culture, strictly speaking, culture is defined as the overall knowledge of humans as social beings that are used to understand and interpret their environmental experiences and become the basic framework for creating and encouraging the realization of behavior.

## 3. The Concept of Learning Effectiveness

The effectiveness of student learning is the ability of students to choose the right learning objectives or the right equipment to achieve the learning objectives that have been set.

## 4. Variable Operationalization

Research variables are everything that will be the object of research observation that has a variety of values. Variables are generally Divided into 2 (two), namely: (a) the dependent variable (endogenous), which is the main variable in an observation, and (b) the independent variable (exogenous), which is the variable that can affect the change of the dependent variable. The research variables used in this study are:

- a. Independent Variable, this variable is a variable that affects the dependent variable. In this case school management and school culture.
- b. The dependent variable is the dependent variable and is affected by the independent variable. At this case Learning Effectiveness.

## C. Type of Research

This study uses descriptive and verification methods, the research is limited to efforts to reveal a problem and the situation as it is (factual). Furthermore, descriptive research intends to make a description of situations or events so that it can be concluded that the descriptive research method is an attempt to describe the ongoing situation at that time based on facts obtained from direct respondents, but this research may not involve everyone. in an organization / institution. Therefore, the respondents who were involved in writing were only grade IV, V and VI students at SDN Jatipulo 06 Pagi.

## D. Data Sources and Respondents

The source of the data was obtained from the research location, namely SDN Jatipulo 06 Pagi, while the nature of the data collected was primary and secondary data. Secondary data is data received directly from the source, while primary data is data from students in grades IV, V and VISDN Jatipulo 06 Pagi. The primary data extracted in this study came from respondents who were active students at SDN Jatipulo 06 Pagi

## E. Population and Sample

### 1. Population

Population is a generalized area composed of objects/subjects with a certain number and characteristics, which are used by researchers to conduct research and then draw conclusions (all research objects). So the population is not only people, but also objects and other natural objects.

The population is not only the number of research objects/subjects, but also all the characteristics/properties of the subject or objects. The population is not only the number of research objects/objects, but also all the characteristics/attributes possessed by the objects or objects. The population of this study is 103 students grades IV, V and VI.

Table 3.2  
Total Research Population

No.	Jumlah Siswa	Jumlah
1.	Kelas IV	33
2.	Kelas V	35
3.	Kelas VI	35
Jumlah		103

Source: Jatipulo Elementary School Adm Section 6 am

## 2. Sampling Technique

To obtain data sourced from respondents, a sample is drawn from a population. The definition of population According to (Sugiyono, 2010), the population is: "a generalized area composed of objects/themes with certain qualities and characteristics, determined by researchers to study and draw conclusions". The definition of a sample is: "a part of the population and characteristics".

In determining the size of the sample to be taken in order to obtain representative data, there are actually no strict rules about the number of samples required for a study from the available population. There is also no clear definition of what is meant by large and small samples. Sanfod Labovitz and Robert Hagedom (2006:58) stated, that: "Representativeness more or less depends on the level of accuracy carried out in determining the population, the adequacy of the sample and the heterogeneity of the population".

Based on this opinion, the authors took a sample of 103 students at SDN 06 Jatipulo this morning. However, due to the current COVID-19 pandemic and limited research time. Researchers only get a sample of 61 students. Or about 59.2% of SDN 06 Jatipulo Pagi fourth, fifth, and sixth grade students.

Thus the number of samples has met the criteria conveyed by Sugiyono (2010: 17), "Part of the number and characteristics possessed by the population".

## F. Validity and Reliability Test

A scientific research must use a valid and reliable measuring instrument, with the following quality measures:

### 1. Validity Test

Validity is related to the degree of accuracy and accuracy of the measuring instrument in carrying out its size function (Saifuddin Azwar, 2003). In this study, the authors use item validity to determine the extent to which the existing items cover all the factors to be measured. Furthermore, the validity of these factors is intended to analyze the relationship between factors in each variable.

In this study, the measurement of validity used the Pearson Product Moment Correlation calculation using computer assistance, namely the SPSS Version 15 program. The Pearson Product Moment Correlation formula is as follows:

$$r_{xy} = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{[n(\sum X^2) - (\sum X)^2]}\sqrt{[n(\sum Y^2) - (\sum Y)^2]}}$$

Where :

- n : Number of subjects
- X : Score each item
- Y : Total score
- ( $\sum X$ )<sup>2</sup> : Square of total item score
- $\sum X^2$  : Sum of squares of item scores
- $\sum Y^2$  : Sum of squares of total score
- ( $\sum X$ )<sup>2</sup> : The square of the total score

$r_{x,y}$  : Correlation coefficient

## 2. Reliability Test

To measure the reliability of the research instrument, the Alpha Cronbach formula was used (Saifuddin Azwar, 2003). Calculation of Cronbach's Alpha was carried out using the help of a computer, namely the SPSS version 25.00 program. The formula for Cronbach's Alpha is as follows:

$$\alpha = \frac{(n)(S^2 - \sum S_i^2)}{(n-1)S^2}$$

Where :

$\alpha$  : coefficient alpha

n : Number of items in the scale

$S^2$  : Total variance of test scores

$S_i^2$  : Variance of each scale item

## G. Data Analysis Method

The data obtained from the results of this study were analyzed using descriptive statistical analysis and inferential statistical analysis. Descriptive statistical analysis was used to determine the condition of each variable based on the scores obtained, while inferential statistical analysis was needed for hypothesis testing and generalization of the study. Data analysis methods used include (Sugiyono, 2001):

### 1. Simple and multiple linear regression

#### a. Simple linear regression

Simple linear regression is based on a functional or causal relationship of one independent variable with one dependent variable. The general equation for simple linear regression is:

$$Y = a + bX$$

Where :

Y = Subject in the predicted dependent variable.

a = Price of Y if X = 0 (constant price).

b = Number of direction or regression coefficient, which shows the number of increase in or a decrease in the dependent variable based on the variable independent. If b (+) then it increases, and if (-) it decreases.

The formula used to find the value of a (constant) and value (regression coefficient) is as follows:

$$b = \frac{n(\sum XY) - (\sum X)(\sum Y)}{n(\sum X^2) - (\sum X)^2}$$

$$a = \bar{Y} - b\bar{X}$$

Where:

a = Constant Value

$\bar{Y}$  = Average variable Y

$\bar{X}$  = Average variable X

So the value of b is a function of the correlation coefficient. If the correlation coefficient is high, then the value of b is also large; conversely if the correlation coefficient is low, the price of b is also low (small). In addition, if the correlation coefficient is negative, then the price of b is also negative; and conversely the correlation coefficient is positive, then the price of b is also positive.

#### b. Multiple linear regression

If simple linear regression is based on a functional or causal relationship of one independent variable with one dependent variable, then multiple linear regression is based on a functional or causal relationship of two or more independent variables with one dependent variable. The general equation for multiple linear regression is:

$$Y = a + b_1 X_1 + b_2 X_2$$

To find the values for a, b1, and b2, the following formula can be used..

$$\begin{aligned} a n &+ b_1 \sum X_1 &+ b_2 \sum X_2 &= \sum Y \\ a \sum X_1 &+ b_1 \sum X_1^2 &+ b_2 \sum X_1 X_2 &= \sum X_1 Y \\ a \sum X_2 &+ b_1 \sum X_1 X_2 &+ b_2 \sum X_2^2 &= \sum X_2 Y \end{aligned}$$

## 2. Calculation of the coefficient of determination

To measure how much influence or contribution the independent variables have on the dependent variable, the coefficient of determination (R<sup>2</sup>) is used. This coefficient shows the proportion of total variability in the dependent variable described by the regression model. The value of R<sup>2</sup> is in the interval 0 < R<sup>2</sup> < 1. Therefore, the better the estimation model in describing the data, the closer the R value is to the value 1 (one). The value of R<sup>2</sup> can be obtained by the formula:

$$R^2 = (r)^2 \times 100\%$$

Where:

R<sup>2</sup> = Coefficient of determination

r = Correlation coefficient

## 3. Hypothesis Testing with t-test and F-test

Hypothesis testing with t-test is used to determine whether the independent variable is significant or not on the dependent variable individually for each variable. The formula used to determine the value of t-count is as follows:

$$t_{hitung} = \frac{r \sqrt{n-2}}{\sqrt{1-r^2}}$$

After obtaining the t-count value through the above formula, then to interpret the results the following provisions apply:

If t-count > t-table Ho is rejected

If t-count < t-table Ho is accepted

To find out the t-table, the n-2 provision is used at the level of significance (α) of 5% (error rate 5% or 0.05) or confidence level of 95% or 0.95. So if the error rate of a variable is more than 5%, it means that the variable is not significant.

Hypothesis testing with F-test is used to test the relationship between two independent variables together with the dependent variable. The formula is as follows:

$$F_{hitung} = \frac{R^2 / k}{(1 - R^2) / (n - k - 1)}$$

Where :

R<sup>2</sup> = coefficient of determination

K = number of independent variables

n = number of samples

F-count > F-table, it means Ho is rejected, Ha is accepted.

## FINDINGS AND DISCUSSION

Referring to the results of the analysis of the influence of school management and student learning culture on the effectiveness of student learning at SDN Jatipulo 06 Pagi, it is necessary to discuss the existence of each variable as follows:

1. The Effect of School Management on the Effectiveness of Student Learning at SDN Setia Asih 05

Based on the calculation, the t-count value of the school management variable (X1) is 2.483, while the t-table with 60 degrees of freedom on (0.025) is 2.000. Thus, tcount (2,483) > ttable (2,000), so it is clear that Ho is rejected and Ha is accepted. This shows that school management has a positive and significant influence on the effectiveness of student learning at SDN Jatipulo 06 Pagi in Jakarta.

The results of distributing questionnaires for school management variable data show that the lowest score is 30 and the highest score is 69. Thus, the lowest and highest scores are obtained, then the range of scores is 39 (69 – 30). These numbers after being analyzed resulted in: a) Average score (Mean) = 55.7213; b) The mean (median) = 56.4000; c) Mode (Mode) = 60.00; d) Variance (Variance) = 61.104; e) Standard deviation (Standard Deviation) = 7,81693.

Although the results of hypothesis testing have proven that there is a positive and significant effect of school management on student learning effectiveness at SDN Jatipulo 06 Pagi, the effect has not shown optimal numbers. This shows that the school management at SDN Jatipulo 06 Pagi has not shown a very good school management attitude in serving students.

2. The influence of student learning culture on the effectiveness of student learning at SDN Jatipulo 06 Pagi in Jakarta.

Based on the calculation, the tcount value of the student learning culture variable (X2) is 3,422, while the ttable with 60 degrees of freedom at (0.025) is 2,000. Thus, tcount (3.422) > ttable (2,000), so it is clear that Ho is rejected and Ha is accepted. This shows that student learning culture has a positive and significant influence on the effectiveness of student learning at SDN Jatipulo 06 Pagi in Jakarta.

The results of distributing questionnaires for student learning culture variable data show that the lowest score is 32 and the highest score is 71. Thus, the lowest and highest scores are obtained, then the range of scores is 39 (71 – 32). These numbers after being analyzed resulted in: a) Average score (Mean) = 58.5902; b) Middle value (Median) = 59.0000; c) Mode (Mode) = 55.00; d) Variance (Variance) = 54,646; e) Standard deviation (Standard Deviation) = 7.39229.

The results of hypothesis testing have proven that there is a positive and significant influence of student learning culture on student learning effectiveness at SDN Jatipulo 06 Pagi, and the effect shows an optimal number. This shows that the culture of student learning in motivating students in learning to be more active in learning is good.

3. The influence of school management and student learning culture together on the effectiveness of student learning at SDN Setia Asih 05

With the help of computer processing based on SPSS calculations obtained Fcount of 15,621. Meanwhile, the critical value of Ftable with degrees of freedom in the numerator 2 and the denominator 58 at (0.05) is 3.14. Thus Fcount (15.621) > Ftable (3.15), so it is clear that Ho is rejected and Ha is accepted. This shows that together school management and student learning culture can increase the effectiveness of student learning at SDN Jatipulo 06 Pagi in Jakarta.

Based on the data obtained from the results of distributing questionnaires on the dependent variable, namely the effectiveness of student learning (Y), it shows that the final result has the

lowest score of 34 and the highest score of 72. Thus, the range of scores is 38 (72 - 34). After further analysis, these figures resulted in: a) Average score (Mean) = 57.9016; b) The mean (median) = 58.6667; c) Mode (Mode) = 64.00; d) Variance (Variance) = 61.523; e) Standard deviation (Standard Deviation) = 7,84369.

The results of hypothesis testing have proven that there is a positive and significant influence of school management and student learning culture on the effectiveness of student learning at SDN Jatipulo 06 Pagi, and the effect shows an optimal number. This shows that school management and student learning culture in improving student learning effectiveness are good, but innovative steps still need to be taken in order to increase student learning effectiveness in addition to school management and student learning culture itself, for example improving teacher performance by motivating teachers in teaching and providing guidance to students as well as implementing education and training on effective teaching for teachers according to subjects.

## CONCLUSIONS

In connection with the discussion of the research results as in the previous chapter IV, the following authors will present the conclusions of the research carried out, namely as follows:

1. From hypothesis testing, it is obtained that the  $t_{count}$  value of the School Management variable (X1) is greater than  $t_{table}$ , so it is clear that  $H_0$  is rejected and  $H_a$  is accepted. This shows that school management has a positive and significant influence on the effectiveness of student learning at SDN Jatipulo 06 Pagi.
2. Based on the calculation results, the  $t_{count}$  value of the student learning culture variable (X2) is greater than  $t_{table}$  so it is clear that  $H_0$  is rejected and  $H_a$  is accepted. This shows that the student's learning culture has a positive and significant influence on the effectiveness of student learning at SDN Jatipulo 06 Pagi.
3. With the help of computer processing based on SPSS calculations,  $F_{count}$  is greater than  $F_{table}$  so that it is clear that  $H_0$  is rejected and  $H_a$  is accepted. This shows that together school management and student learning culture can increase the effectiveness of student learning at SDN Jatipulo 06 Pagi.

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