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SCHOOL HEAD EFFORTS IN IMPROVING STUDENT LEARNING ACHIEVEMENT AS A MOTIVATOR AT SDN 19 BANDA ACEH

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ABSTRACT

This study focused on assessing student achievement. For this purpose the researcher uses descriptive qualitative research design, as for the purpose to be implemented in this research is to know how the principal's efforts as a motivator in improving student achievement in State Elementary School 19 Banda Aceh. To achieve the objectives of the study, the population in this study were principals, vice principal, and head of the school committee at SD Negeri 19 Banda Aceh. Instruments in this study is by observation, questionnaires and documentation. Data analysis will be done by organizing data obtained through observation, questionnaire, and documentation. The data will be analyzed by presenting quantitative and qualitative data to describe the data obtained. The results showed that the achievement of student learning in State Elementary School 19 Banda Aceh was good. It is seen that students have the awareness of carrying out obligations and knowing the school ban. Students are also happy to do good deeds like, be honest, can be a good example of patient and grateful and can take the lesson of an event. Students have a good sense of humor and are able to enjoy humor in various situations. The principal takes a personal approach. With an individual approach the problems facing a student can be handled appropriately. Individual approaches can also provide a sense of comfort to learners, so as to establish good relationships between teachers and students.

Keywords: *Motivator, Learning Achievement*

INTRODUCTION

One of the effective forces in managing schools that are responsible for coping with change and improving all forms of teaching and learning in schools is leadership headmaster. Principal leadership is a behavior capable of initiating new thinking and decision making in the process of interaction in the school environment by making changes and adjustment of goals, targets, configurations, procedures in accordance with the demands of the development of science and technology. At the school level, the principal as a key figure in encouraging school development and progress.

At the school level, the principal as a key figure in encouraging school development and progress. The principal not only increases his or her responsibilities and authority in school programs, curriculum and personnel decisions but also has the responsibility to improve accountability and the success of students and their programs. The principal must be smart in leading the group and delegating tasks and powers.

The effective school must have strong intrusional leadership. Have a focus on graduates, have high expectations of students, have a safe and orderly environment, and monitor the activities that have been achieved. In addition, every principal must master all aspects of managerial and able to develop his managerial skills well. Therefore, the reversal of the core activities of the school organization is determined by the task and role of the principal in managing the school, Islam also explains that every leader including the headmaster is responsible for what he leads, so the Islamic leader must work optimally for all that In a safe manner to him by upholding Islamic values. So the principal should always give his role as a motivator to the students so they are excited and passionate in achieving high learning achievement. Motivation can be given in the form of rewards or in the form of punishment, both physical and nonphysical, but in providing this motivation should be considered the sense of justice and feasibility in this case important for the principal to create a conducive climate.

Based on interviews with some teachers at SD Negeri 19 Banda Aceh, the teachers said that the role of the principal as a motivator in improving student achievement in reality has not been done as expected. This is due to the lack of role of the principal as a motivator and the limited learning facilities that can help improve student achievement in SD Negeri 19 Banda Aceh. The problem is among the background of researchers making the

school as a research object in order to know the extent of the role of the principal as a matrix in improving student achievement.

Based on the description of the above problems, the researchers are interested to conduct research by taking the title of the principal's efforts in improving student achievement as a motivator in SD Negeri 19 Banda Aceh.

1. Problem Formulation

Based on the background, then the formulation of the problems raised in this study is how the principal's efforts in improving student achievement as a motivator in SD Negeri 19 Banda Aceh?

2. Research Objectives

The purpose of this research is to know how the headmaster's efforts in improving student achievement as a motivator in SD Negeri 19 Banda Aceh.

LITERATURE REVIEW

1. Achievement

Achievement is the result of an activity that has been done, created both individually and in groups (Djamarah, 1994: 19). Meanwhile, according to Mas'ud Hasan Abdul Dahar in Djamarah (1994: 21) that achievement is what has been created, the results of work, the results of fun that is obtained by way of ductility work.

Sedangkan menurut Nurkencana (1986:62) mengemukakan bahwa prestasi belajar adalah hasil yang telah dicapai atau diperoleh anak berupa nilai mata pelajaran. It was added that the learning achievement is the result that changes in the individual as a result of the activity in learning.

Learning achievement is considered perfect if it meets three aspects namely: cognitive, effective and psychomotor, otherwise said achievement is less satisfactory if someone has not been able to meet the target in all three criteria. Understanding above, it can be explained that the achievement of learning is the level of humanity that students have in accepting, rejecting and assessing the information obtained in teaching and learning process.

2. Learning

Learning is essentially an interaction between the individual and the environment. The environment provides stimulus (individual stimulus) and the individual responds to the environment. In the process of interaction

occur changes in the individual form of behavior change. Daryanto (2010: 2) says that: "Learning is a process of business that a person undertakes to obtain a whole new behavioral change, as a result of his own experience in interaction with his environment".

The learning process can involve cognitive, affective, and psychomotor aspects. In cognitive learning the process results in a change in the aspect of thinking ability (cogniyive), in affective learning resulting in changes in the aspect of ability to feel (afektive), while psychomotor learning, giving, results, learning, form, skill.

3. Motivation

Motivation is the desire to do something, motivation is the desire that there is an individual who stimulates him to perform the actions or something that the basis or reason of someone behave. Motivation can be interpreted as the desire or need that lies behind a person so he is motivated to work. A person's motivation is determined by the intensity of his motivation, an important question for the managerial leader is how to motivate the student. Motivation is a psychic process to encourage a person to work, motivation can come from within a person or from outside a person. Motivate yourself apalgi motivate others is not an easy job especially in people who are aged 40 and over. Job routines often lead to deep saturation that can degrade the motivation of achievement, which is exacerbated by unsupportive working conditions. In the bottom motivation, the manager or leader is faced with two things that affect people in the work, namely willingness and ability. Willingness can be overcome by giving motivation, while the ability can be overcome by conducting training, thus it can be formulated that the human performance that appears influenced by motivation and ability (Husaini, Usman, 2011: 250).

4. Principal Efforts in Improving Student Achievement as a Motivator

As a motivator, the principal must have the right strategy to provide motivation to the educational personnel in the freezing of various tasks and functions. This motivation can be achieved through the regulation of the physical environment, the setting of work atmosphere, discipline, encouragement, rewards effectively, and the provision of various learning resources through the development of the Learning Resources Center (PSB). The task of the principal as a motivator in improving student achievement in elementary school includes three things: the ability to

regulate the work environment, the ability to organize work facilities, and the ability to establish the principle of reward and punishment.

1. Ability to regulate the work environment.

The principal's duties in organizing the work environment include arranging the principal's office and the deputy headmaster, and TU for work; Organize classrooms, Labs, OSIS, BK, library, school yard, and UKS are cool, comfortable, and orderly.

2. Able to organize office space with conducive.

3. Can be implemented consistently.

4. Involve teachers and employees.

5. Able to arrange the classroom with conducive to learning / BK

a. Can be implemented consistently

b. Involve teachers and employees

c. Being able to arrange a lab room conducive to my practice

d. Can be carried out consistently

e. Involve teachers and employees

f. Able to set the school yard with beautiful and cool

g. Can be carried out consistently

h. Involve teachers and aryaawan

6. Ability to set the working atmosphere

The principal's job in setting the working atmosphere involves creating harmonious relationships among fellow teachers, creating harmonious employee relationships, creating a harmonious relationship between teachers and employees, and creating a sense of security in school.

7. Ability to establish reward and punishment principles

Each teacher has a special character that is different from each other so that requires special *pelaksanaan* of leaders so they can take the time to improve professionalism. Teacher differences not only from the physical but also in the form of physical conditions such as motivation therefore to improve the professionalism of principal teachers should pay attention to the motivation of teachers and other factors that influence.

Mulyasa (2009: 120-122). Stating principles that can be applied by the principal to encourage teachers to be willing and able to improve their professionalism, these principles are:

1. Teachers will work harder if activities are done

2. The purpose of the activity needs to be clearly defined and informed to the teachers so that they know the purpose of their work.
3. Teachers should often be informed of the results of each job
4. Giving rewards is better than punishment but at times punishment is needed
5. Efforts to meet the needs of teachers by looking at their physical condition, providing a sense of security, indicating that the principal is watching them, organizing the experience in such a way that each employee receives satisfaction and appreciation.

METHODS

1. Research Design

In writing this research using descriptive qualitative research type because who want to know is how the role of principal as a motivator in improving student achievement in State Elementary School 19 Banda Aceh.

The type of research used in qualitative descriptive method as a research procedure that produces descriptive data in the form of words or verbal observed from the people and the behavior of subjects that will be in direct by the author.

2. Research Procedures

The following steps

Research phase generally consists of pre-field stage, field work stage.

1. Pre-field stage
 - a. Prepare research design and research design
 - b. Selecting research field
 - c. Take care of the permit
 - d. Track and assess the field
 - e. Selecting and utilizing informants
 - f. Prepare research supplies
2. Phase reporting
 - a. Understand the background of research and self preparation
 - b. Entering the playing field while collecting data

3. Research Sites

Tempat penelitian adalah tempat dimana data akan dicari dan tempat proses penelitian akan berlangsung yaitu di SD Negeri 19 Banda Aceh, adapun waktu penelitian yang direncanakan pada 01 Januari sampai 30 Juli 2017.

4. Researcher Population

Arikunto (2006: 130) Says, "Population is the whole subject of research". The population is all individuals who will be the object of research yan have the same nature. The population in this study are principal, vice principal, and head of school committee in SD Negeri 19 Banda Aceh.

5. Research Instruments

There are 3 techniques of data collection procedure as follows:

1. Observation Technique

Researchers see the occurrence of motion or a process, therefore researchers using this method not only record, but see firsthand the actual events occur in accordance with the problem that became the author's research.

2. Interview Technique

According to Lexi J. Moleong, (2005: 186) interviews are conversations with a specific purpose. That conversation is done by both the interviewer and the interviewee who gives the answer to the question. Thus it is very clear that the interview is a type of direct method of communication between the researcher and the respondent to obtain data or information in such a relatively short time.

3. Documentation

Documentation method is a method of researcher by researching or by investigating books, notes, documents, archives about a problem that has to do with things to be studied. This documentation method is used to collect data from documents in SD Negeri 19 Banda Aceh.

6. Data Analysis Technique

Data management and analysis in the leather research is a process that is done in the field. Data processing began to do with the classification by arranging the findings in the intent so that the description of research results easy to understand. When the authors are in the field not only look for data or collect data, but directly classify data, manage and write draft reports.

Here is the completion of data from each group according to the focus of the study. Data used for report writers are collected through coding techniques, while useless data is ignored, for consistent data will be grouped individually so that there is conformity to the researcher's focus.

The activity of data analysis is done through langkah-step as follows:

1. Review all data collected data, either through observation, interview, and documentation.
2. Reduce data by removing data that is irrelevant to the problem of the researchers then sifting through the data and clarify it based on the researcher's problem about the role of principal as a motivator in improving the student's learning achievement in SD Negeri 19 Banda Aceh.
3. Presenting data, ie by integrating data that has been in the reduction in the implementation of research. This is to facilitate researchers in understanding and concluding research data

Concluding data that is researcher make conclusion based on data that have been compiled, meanwhile analysis of data of researcher done in two phase that is first phase of analysis of data while in field and second data analysis done after data collected.

RESULTS AND DISCUSSION

1. Student achievement in SDN 19 Banda Aceh

In the beginning I came to State Elementary School 19 BandaAceh to review the location I was going to be closely related to my title which also discussed the achievement of learning, I was impressed because I saw the students had good intelligence. It is shown by polite and courteous behavior when meeting or just passing every teacher, the students say hello and shake hands of the teacher, and I see the cheerful and happy-looking students who appear from their smile. They are also diligent in keeping the environment clean by dumping garbage in place.

Student achievement in public schools is certainly different from the intelligence of the students in other schools. Do not mean to give meaning that because more, but it can not be denied that achievement is very important role in improving learning achievement. This was also conveyed by the Headmaster at SD Negeri 19 Banda Aceh, as follows: Talking about student achievement that is related to the student's personal, in contrast to other school students who after studying in school get guidance from the

courses assisted by their parents. The school only gives tutorial lesson day and the study time is limited, it is also conveyed by Mr. Suprpto as follows:

“The intelligence of the students here can be seen from the formation of personal students who are honest, disciplined, diligent study and respect for parents and teachers. Students here do not need to be remembered about the time to enter the classroom, if it is their schedule directly come to the room to do the learning process. In addition to my observations, I have found that students have a good sense of humor. That I met when there are those who are chatting after exercise. I also joined in with them. They also can directly mingle and not reluctant to joke with me who in fact is a new person in their environment. It is one of the characteristics of students' intelligence. On another occasion I found the students who were very enthusiastic to follow the learning of reading the Qur'an. Though learning is still a plan. It shows that learners love the activity of adding useful knowledge especially related to religion”.

From the results of observations and interviews that I do then the achievement of student learning in State Elementary School 19 Banda Aceh is visible from the ability, honesty, discipline, respect for parents and teachers, to follow the lesson with a good liking activities to add useful knowledge.

2. How Headmaster in motivating students to improve learning achievement in State Elementary School 19 BandaAceh

As a headmaster who not only leads the teacher also provides encouragement / motivation in and out of learning, then the school should be a motivator for the students. Because extrinsic motivation is very necessary to be given to students. Dynamic, volatile and heterogeneous student state that in teaching and learning may be less attractive to students so that no learning objectives are achieved. Therefore the head should be a motivator for his students.

Research Findings

1. Achievement of study at SD Negeri 19 Banda Aceh

From the results of interviews with teachers of Islamic Religious Education State Elementary School 19 BandaAceh that the spiritual

intelligence of students who looked at the students in the school are as follows:

- a. Students know and realize that learning is important, it is demonstrated in the awareness of carrying out obligations and knowing the school ban
- b. Students learn diligently without having to be ordered or ordered. Students gladly and unencumbered set out for the class to undertake learning.
- c. Students love the activities of adding useful knowledge especially related to religion.
- d. Students love doing good deeds. Throw the garbage in its place, watering and taking care of the school's plants / flowers
- e. Students are honest.
- f. Students can take lessons from an event
- g. Students have a good sense of humor and are able to enjoy humor in various situations.
- h. Students are good at being patient and grateful, their minds remain happy under any circumstances
- i. Students can be good examples for others
- j. The student usually understands the meaning of life so that he always takes the straight path.

2. How Headmaster in Motivating Students to Improve Student Achievement in State Elementary School 19 BandaAceh

From the results of interviews with principals of SD Negeri 19 Banda Aceh the way teachers in motivating students to improve learning achievement are as follows:

- a. Through the example of the principal itself. By being a good example for students, students will be motivated by examples of actions from their teachers. So when a teacher gives advice to students about having to be diligent in learning So that learners are encouraged to carry out school work.
- b. In addition to being role models teachers also involve learners in worship activities. Intelligence is closely related to the psyche. Similarly, the activities of religious ritual or worship. Both intersect

with one's soul or mind. When one's soul or mind is enlightened, it is very easy for him to have happiness in life.

- c. The principal takes a personal approach. With an individual approach the problems facing a student can be handled appropriately. Individual approaches can also provide a sense of comfort to learners, so as to establish good relationships between teachers and students.
- d. Teachers educate students through the story. The learning achievement can be enhanced through the stories of the prophets, the companions who are close to the prophet, the people whose piety is famous, or the figures recorded in history because of their high spiritual intelligence. By giving the story learners become motivated to improve the quality of self.
- e. Master rewards and punishes. Rewards can also be said to be motivational, teachers can give rewards to encourage student learning activities before taking a school exam for example. Gifts are given in the form of items such as learning support equipment (pencils, pens, notebooks). Other prizes given in the form of praise or flattery only. The opposite of that is punishment or sanctions. Punishment is given to learners who violate the rules and within the limits of fairness and still in the nuances of learning.
- f. Master holds competitions or competitions held every semester for individuals or groups. Individual and group competition can improve student achievement. Event achievement competition becomes more encouraging students added with a prize for the winner. This, in addition to motivate students to better achievement will also increase cooperation among students in learning because they are driven to wish the good name of each group.
- g. Master creates a fun learning environment. It can strengthen encouragement. The application of this principle to learners can be done by the teacher when in the classroom or in other activities. For example, teachers can show a friendly attitude, not sullen, not easily angry, do not denounce children, not sarcastic, and others when teaching.
- h. The teacher does the habit of reading prayers and reading short letters and reading in each prayer before studying. It may encourage students to have an interest in learning the lesson.

In every process there must be inhibiting factors and its supporters. As the inhibiting factor motivator facing the students of State Elementary School 19 Banda Aceh is a heterogeneous state of learners, coming from different family environments. The solution to the inhibiting factors is that the principal takes an individual approach to the learners. With individual pendengantan will facilitate the delivery of motivation to students.

While the supporting factors in the delivery of motivation to students of State Elementary School 19 Banda Aceh apart from the government in the purpose of learning and the school from the vision and mission of the school, the order imposed in the school, in improving spiritual intelligence is the establishment of good relationships between teachers the existence of facilities and Adequate infrastructure, and the students themselves respond very well. It can be seen from the results that are also satisfactory from learners.

3. Improvement of Student Learning Achievement in SDN 19 Banda Aceh

From the results of interviews and observations that researchers do, there is an increase in learning achievement of the motivation that principals give to learners. The students' achievement in SDN 19 Banda Aceh is as follows:

- a. The first is the awareness of learning for students when learning looks serious and disciplined in learning.
- b. Secondly, about kedisiplinan. Learners do not need to be reprimanded to carry out their obligations.
- c. Third, the change of attitude from students who previously naughty or practically disobedient to the school order becomes more disciplined in obeying it.
- d. Fourth, the emergence of a significant learning interest from learners.

CONCLUSION

Concluding

1. Achievement of study at SD Negeri 19 Banda Aceh

Student achievement in State Elementary School 19 Banda Aceh is good. It is seen that students have the awareness of carrying out obligations and knowing the school ban. Students are also happy to do good deeds like, be honest, can be a good example of patient and grateful and can take

wisdom from an event Students have a good sense of humor and able to enjoy the humor in various situations.

How to Teachers in motivating students to improve learning achievement in State Elementary School 19 Banda Aceh many ways to provide motivation to learners in improving learning achievement. Giving it must be appropriate. How the principal in motivating students is done in various ways and well run by the principal at SD Negeri 19 Banda Aceh. As through the example of the principal itself, involving learners in worship activities, the principal takes a personal approach, the teacher educates the students through spiritual stories, presents and punishments, the teacher holds competitions or competitions held every semester for individuals or Groups, teachers create a fun learning atmosphere, as well as doing habitually reading prayer learning.

2. Improvement of student achievement in SD 19 Banda Aceh

The role of KS as a motivator to help learners in realizing their life goals optimally is done very well. The interests, talents, abilities and other potential of learners will not develop optimally without the help of educators or teachers. So as to give a very good improvement also to the progress of learners. The upgrades are: the first concerning the schooling awareness for the students when the lesson takes place. Second, about studying in class. Learners do not need to be reprimanded to carry out their obligations. Third, the change in attitude of students who previously naughty or arguably disobedient to school tatatertib be more disciplined in obeying it.

Suggestion

Based on the results of these studies for the future, the authors convey the following suggestions:

1. For the principal

In order to improve the spiritual intelligence, learning motivation, and learning achievement of students, it is better for the school to continuously improve the procurement, maintenance, utilization of various learning resources, while continuously improving the quality of teacher performance and strengthening in motivating the students. So that students can study diligently in school and on a continuous basis and also students have high intelligence.

2. For teachers

In order for students to have high intelligence and study diligently in school, then the teacher should increase its role as a motivator and developed again ways of giving motivation so that learners have a high intelligence for the provision dikehidupannya later and tecapai learning achievement as expected.

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