

Strategy Head School in Increase Productivity Teacher SMK N 1 Muaro Jambi

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ABSTRACT

This research aims to find out the strategies carried out by Vocational School Principals Negeri 1 Muaro Jambi in increasing teacher productivity at the school. Study This will be held in June 2024, at SMK Negeri 1 Muaro Regency Jambi Jambi Province. In In this research, the author uses qualitative research with a descriptive approach, namely the author goes directly into the field. In deciding In the sample, there are two techniques for determining informants, namely the Nonprobability Sampling technique, namely consists of Snowball Sampling and Purposive Sampling. The type of data used is primary and secondary data. Data collection techniques using interviews, observation and documentation. The research results show that the strategy carried out by the Head of Vocational Schools Negeri 1 Muaro Jambi has been carried out to increase teacher productivity in schools the. In between Which has done is increase discipline Teacher And give motivation and appreciation Work for para Teacher.



INTRODUCTION

By general, essence objective education is formation man who can not only adapt life in the people, but more from That capable donate for improvement public That Alone. Changes Which happen in around We, especially Which caused by development knowledge And technology, thereby rapidly so that "provisions" education Which accepted person old No will adequate for children We, because they have to face the world that is on in essence has different his character if compared to with circumstances previously. Teacher is component Which most determine in system education in a way whole, Which must get attention central, First And Mainly, this one figure will always be become highlight strategic when speak problem education, Because Teacher always related with component anywhere in system education, Teacher hold role main in development education, specifically Which held in a way formal in school, Teacher Also very determine success participant educate, especially in connection with process Study teach. For That required

the efforts of the school principal to ensure that teachers can always carry out their duties in accordance with Which expected.

According to Fred & David (2004a), Management Strategic is knowledge regarding formulation, implementation and evaluation decision- decision cross functionthat enables organizations to achieve the goal. According to Husein Umar (1999), Strategic Management as an art and knowledge in planning matters (*formulating*), Application, (*Implementing*) and evaluation of strategic decisionsbetween the functions that enable a organization achieves its goals in time coming.

Wheelen & Hunger (2012) state that management strategic is a unified series of decisions And action Which determine performance company in the long term. As for stages of strategic management according to Fred & David (2004b) are as follows; (1) Strategy formulation: Includes activities for develop vision And mission organization, identify opportunity And threatexternal organization, determine strengthAnd weakness internal organization, set objective period long organization, make a number strategy alternative For organization, as well as choose strategy certain For used; (2)Implementation strategy: Require company For set target annual, make policy, motivating employees, and allocating resources so that formulation strategic can held; (3) implementation strategic covers development culture Which support strategy, creation structure effective organization, redirection efforts marketing, setup budget, development And utilization system information, as well as connect compensation for employees with performance organization; And (4) strategy evaluation: This stage is stage end from management strategic threeactivity principal in evaluation strategy is : Review repeat factors external And internal Which become basis for formulating the implemented strategyrecently. Then measure performance, do actions corrective. Evaluation strategy need done Because success moment This No is guarantee For success in day tomorrow.

Based on exposure about stages management strategic on, so can seen a number of characteristics Which Enough stand out that is: Futures long, Dynamic, Done by top manager,See objective in Century front, And Need all over source Power Which owned. Management strategic become very important in continuity something organization or company. Matter This due to strategic management holding role Which crucial that is start from planning to evaluation of policies policies made by an organization or company.

Blue Ocean Strategy. *Blue Ocean Strategy* or known with strategyOcean blue is A strategy Where a leader on something company or organization make a completely new decision And Can said not common For done but has innovation value (*Value Innovation*) Which tall in eyeconsumer so that create market Which new. Chan & Mauborgne (2005), write, There is a number of characteristics The blue ocean strategy is: create market new Which not Can unmatched;make competition felt not relevant; creating and understanding demand Which new; remove equalityexchange mark And cost; And adjust company activities accordinglyobjective look for variation And cost Which low.

SWOT. Analysis SWOT is A abbreviation from *Strengths, Weaknesses, Opportunities, and Threats*. Analysis SWOT has been around for decades And can claimed as tool Which most Lots used in era modern. Used by industry, trade, charity organizations and others. According to Alan (2012) There is a number of general strategy in using SWOT that is:

strategy growth, strategy development internal, strategy external development, and strategy endurance

Model PESTLE. Model PESTLE is abbreviation from a number of say that is; *Political, Economic, Social, Technological, Legal and Environmental*. Model This focused to review analysis Which study about matter-matters in the fields of Politics, Economics, Social, Technology, Law, And Environment. According to Abdelali Bouzid (2020) analysis PESTLE focused to trend key that impacts a department, company, or a country. Analysis PESTLE is A study Which focused on things Which nature external Which where If seen from SWOT will then focus on parts *opportunities* And *threat*.

Porter's Five Forces Model. *Porter's Five Forces model* or model five strength according to Porter (2008) is A management strategic Which based five for strength Which each other influence. As for five strength Which each other influence These are: threat of new entrants; competition between competitors, bid- bid from supplier, bargaining from buyers, And threat a substitute

METHODS

In study This writer use type study qualitative with a descriptive approach, namely the author plunge direct to field. In determine sample There is two technique determination informant that is from technique Nonprobability Sampling consists of: Snowball Sampling and Purposive Sampling. Type data Which used is data primary and secondary. Collection technique data with interview, observation And documentation.

FINDINGS AND DISCUSSION

Principal's Strategy in Increasing Teacher Productivity invocational school Country 1 Muaro Jambi

Principal leadership strategies in increase performance Teacher in SMKN 1 Muaro Jambi with method enhancement high work discipline, especially discipline time. There is discipline expected can increase performance Teacher, matter This based on several parties involved in interview direct related with How should action as school principals in improving performance Which Good. A head school must set an example for teachers, staff, And para student For operate discipline, each other shake hands hand between teachers and students. When the bell rings Teacher enter class appropriate time, use duration time For teach with Good, finish administration teach, check teacher absences with the help of Teacher picket, when There is Teacher late with call direct Teacher For remind Teacher the teach And If a teacher doesn't teach then they must asked direct to Teacher the, if there are teachers who do not enter more than three day without exists announcement moreover formerly, so prosecuted move on with ask Teacher concerned, if it is found that there are indications of intent If you don't carry out your duties, you will be taken away action with method rebuke, build the teacher, the culture of reprimanding each other and remind, the principal tries to implement it. So that when discipline Already culture in the school environment, teachers will reluctant And Embarrassed For do error.

Next in the work routine Which often give rise to saturation so that it can reduce performance motivation Teacher, so handling Which most appropriate is an increase in

performance motivation due to motivation is effort Forgive encouragement to Teacher so that work according to or even exceed standards performance Which has set. Motivation is something factor Which Enough dominant factors that can move factor other to direction effectiveness Work. Besides That head school Also give appreciation to teachers to motivate increase performance Which positive And productive. Award Which given to Teacher achievement in a way open so that every teacher has the opportunity to grab it. Award This done appropriately, effectively and efficiently so as not to give rise to negative impact.

Head School give service to board Teacher For increase its performance with give comfort, give appreciation, saying Thank You, always ask news, And mark togetherness/kinship. Headmaster aware that his success is without him support from Teacher will experience constraint. Head school must open discussion forum with teachers at school Which led by him, For create atmosphere learning in class Which active And critical in reasoning material scientific then do practice, demonstration And ask answer, matter the done to get closer to students, as well as can finish problem in accordance with his tofu, in guide participant educated so that formed maturity child in accordance talent and interest they.

Related with coaching implementation teach Teacher Good head SMKN 1 Muaro Jambi, representative head schools and heads of each program skill, they each other synergize in monitor the performance of the teaching and learning process, by working together to control each other between one teacher and another in matter *take and give* (give And accept) input For each other complete sake achieved progress process Study teach, including in rprepare device teach like RPP, media required, methods used in manage class Which OK, 10 minutes before starting the activity teach.

Effort enhancement outlook Teacher in managing educational personnel, then Wrong One task Which done head school is carry out activity maintenance And development profession para Teacher in matter This, head school facilitate And give chance Which wide to para Teacher For can carry out activity development profession through various activity education And training, Good Which held in school, like: MGMP/MGP level school, *in house training* , professional discussions and so on, as well as through activity education And training in outside school, like: chance continue education or Participate in various training activities held other parties.

Obstacles that Occur in Implementation Leadership Head School in Enhancement Productivity Teacher in vocational school Country 1 Muaro Jambi

Constraint Which happen in strategy leadership head school in increasing teacher productivity at SMKN 1 Muaro Jambi, part Teacher late to school Because infrastructure damaged, No use device teach, go out faster than the time specified by school, No motivated in increase performance, not enough respond exemplary leadership and teacher supervision in SMKN 1 Muaro Jambi is implemented only very in a year, constraint other is not enough ripe in preparation material lesson Still There is Teacher Which not enough discipline, supervisor school very seldom came to SMKN 1 Muaro Jambi so teachers get less guidance/coaching from supervisor builder Which not enough role in coaching. Besides That results observation researcher Still There is Teacher Which No use facility Which There is, teach just use manuals and books package, but not all teachers and some teachers have

used supporting facilities in teach, for example with using LCD/computer. *Head Way School Overcome Constraint In Enhancement Productivity Teacher in vocational school Country 1 Muaro Jambi*

The efforts of the principal of SMK Negeri 1 Muaro Jambi is an action a leader Which given task And not quite enough answer manage school, collect, utilize, and move all over potency school in a way optimal For reach objective. As manager, head school entitled do supervision to performance Teacher, is Teacher Already operate functions well. Through supervision This expected exists communication between teachers and principals about anything which deviates from teacher performance and what just Which Can more improved. With there by Teacher can determine direction performance Which more Good To use achieved success education. As for form supervision Which can held like supervision class, supervision administration, and activity supervision, Which intended is activity Which related with activities learn how to teach in class.

Method head school overcome obstacles in improving teacher performance in vocational school Country 1 Muaro Jambi that is do enhancement discipline with method give warning And reprimand, provide deep motivation develop HR, do supervision very in quarterly with involve supervisor builder, intertwine cooperation with party related And *Stecholder*, as well as empowering fund BOSS For complete means infrastructure Study. Besides That effort increase quality activity discussion between Teacher field studies Which cognate in school Good in internal vocational school Country 1 Muaro Jambi or with do discussion which synergizes with other vocational schools in exchanging opinions, giving and giving accept information point weakness And excess each institution so that become partner information Which each other profitable sake progress together fellow institution education in regency Muaro Jambi.

Apart from ideas And ideas the, so need Also vocational school Country 1 Muaro Jambi presenting expert motivator Which have the ability to provide motivation to other people. There are three functions of motivation that is as pusher, director, And at a time mover behavior somebody to achieve a goal. Based on third function motivation that's one motivator Possible give instruction to teachers to improve again its performance. Bring in a motivator need very done To use awaken return Spirit Teacher- Teacher in operate his task. Possible teachers the will feel free from saturation And get energy new as well as Ready For tasks furthermore. Matter This will give something Which positive For success teaching Which implemented it.

CONCLUSION

Results study This reveal that the Principal of SMK Negeri 1 Muaro Jambi has carry out a number of strategy For increase productivity Teacher. In between Which has done by head SMK Negeri 1 Muaro Jambi is increase discipline Teacher, And make discipline as culture school. For increase productivity Principal teacher of SMK Negeri 1 Muaro Jambi provides encouragement to continue Work in accordance standard, give award to Teacher Which achievement openly, so it doesn't cause any harm impact negative. Forums discussion Also always held so that Teacher get place For finish problems related to learning. Besides that Head school Also always increase outlook Teacher with include teachers in the MGMP

forum, in house training, And training- training other in outside school. Although so always There is obstacles Which found in increase performance Teacher, However all these obstacles are challenges for head school For always try to overcome it so teacher productivity at SMK Negeri 1 Muaro Jambi continue to increase.

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