

The Effect of Supervision of Principal, Work Motivation and Teacher Performance on the Quality of Education In The Binawirawan Foundation Malang

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Abstract: This study aimed to describe and examine simultaneously and partially influence supervision of principals, motivation and performance of teachers to the quality of education in the Foundation Binawirawan Malang, as well as test between variable supervision of the school principal, motivation, teacher performance the dominant influence on the quality of education in the Foundation Binawirawan Malang. The sample in this study were 47 teachers. Mechanical analysis using multiple regression analysis. Results Descriptive statistics show that education level established by level of education and suitability majors. The main thing that supports the education level of education is reflected by the level of the respondents can develop students' potential. Infrastructure in the form of tables and chairs, books or teaching materials and educational space. The main thing to build infrastructure is reflected in books or teaching materials of the respondents use the guidebook education in the learning process. The working environment is formed by illumination or light in the workplace, the temperature or the air temperature in the workplace and safety in the workplace. The main thing that can improve the working environment is the temperature or the air temperature in the workplace is reflected in the circulation in the room a good teacher. Formed by a master teacher performance materials that will be taught, managing teaching and learning program and assess student performance. The main thing that could improve the performance of the teacher is managing the teaching and learning program reflected in the quantity of the work of the respondents were able to manage the learning of students. Supervision of the principal, teachers' motivation and performance simultaneously affect the quality of education in the Foundation Binawirawan Malang, which means that the quality of education, supported by the supervision of the school principal, and supported employee motivation and improving teacher performance. Supervision of Principal, motivation and performance of teachers partially influence on the quality of the Foundation Binawirawan pendidikan in Malang. This suggests that the quality of education can be improved through work motivation level, the performance of teachers with full support and supervision of the school principal. The education level of the dominant influence on the performance of teachers in the Foundation Binawirawan Malang. Shows the main things that can improve the performance of teachers in the Foundation Binawirawan Malang, motivation and performance of the school head teacher supervision,

Keywords: Supervision of principals, motivation, performance quality teacher education.

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I. Introduction

An educational institution cannot be separated from the teachers and students and lecturers and students and other factors that support the teaching and learning process, whether it is internal or external. Implementation of the activities undertaken in educational institutions would pay attention to two main things of which include learners and teachers. These activities include interaction is called teaching and learning. Learning can walk around when the supporting component of learning can be met, among others, the teacher's performance when presenting lessons.

In these days, especially in Indonesia there are many problems facing the world of education, one of which is the problem of the weakness of the learning process. On learning activities take place, students are encouraged to develop the ability to think. Achievement in increasing the learning process is a system. Attainable standard of education process in order to improve the quality of education is carried on the analysis of any system that shape and influence the learning process. One of them is a teacher component. Components for highly capable teachers affects the educational process. Likewise, the education system requires teachers profession, including the nature, behavior and performance.

Results of preliminary research conducted in several SMAN and the National Education Office NTT City, that teacher performance is still low. The low performance of the teacher's lack of preparedness of teachers in performing teaching duties, among ain many teachers who do not compose the teaching unit, and there are many subjects that do not have a textbook. The problems caused by the lack of ability of the principal to use his authority to influence the improvement of teacher performance are high, because the principal authority can improve the performance of teachers.

In the phase of research achievements is the maximum performance of teachers there are several factors that influence the work environment, facilities infrastructure and education levels. The achievement of the teacher's performance of the work environment is conducive. Performance of teachers with a complete infrastructure and adequate. It shows that the good performance of teachers is influenced by the working environment. Sehfudin (2011: 11) Thus the performance of the job performance, which is the ratio between the work with labor standards set.

In execution may issue in managing the classroom and learning environment Binawirawan Foundation of Malang. Teacher performance can say not so good due to the influence of teachers feel when learning and teaching will be taken in which the allocation of teaching and learning time does not correspond to lesson planning. While the laws of the republic of Indonesia number 14 of 2005 on teachers and lecturers that teachers are professional educators with the primary task of educating, teaching, guiding, directing, train, assess and evaluate students on early childhood education, formal education, basic education, and middle education.

However, there is a tendency of teachers of teachers in Malang Binawirawan Foundation did not complete the task of professionalism as well. It can be seen from the teaching program held study used time allocation when learning activities are not in accordance with the program that has been made, the evaluation of the results of pebelajaran not implemented properly. This relates to the form factor of a working system vasilitas school. Other problems such as lack of teachers motivate learners in exploring more information, about a lesson so that learners are creative in developing knowledge whereas in improving teacher performance, teachers must have the motivation and ability, in managing the learning process by opening a window of information science students to be able ebih creative in developing their learning. This study aimed to describe the influence of Supervision of Principal, motivation and performance of teachers to the quality of education in the Foundation Binawirawan Malang, testing the effect of supervision of the school principal, motivation and performance of teachers partially on the quality of education in the Foundation Binawirawan Malang, testing the effect of supervision of the principal, teachers' motivation and performance simultaneously on the quality of education, and knowing among variables principals supervision, motivation, teacher performance the dominant influence on the quality of education.

II. Literature Review

2.1. Supervision of Principal

Supervision is a process that is part of the educational process, as well as the social democratic process, whose main function is leadership (Muljono, 2010). Supervision function is to instruct, encourage, explain, guide, and help improve the learning situation, and to help teachers teach better for him. The headmaster (supervisor) should discuss and give themselves to be willing to assist teachers in preparing learners in the learning process. The growth of the students which is the main goal of the whole process of education (Muljono, 2010).

2.2. Work Motivation

Motivation is the driving force that resulted in one member of the organization want and are willing to aggravate capability in the form of expertise or skill manpower and time to organize various activities which it is responsible and fulfil its obligations, in order to achieve the goals and objectives of the organization that has been predetermined (Siagian 2003: 138). Motivation is a desire in a person that causes the person to take action (Mathis, 2006: 89). Motivation is a group of factors that cause people to behave in certain ways (Griffin, 2003: 38).

2.3. Teacher Performance

Sehfudin (2011: 11) quotes the definition of performance that "Performance is the performance, which is the ratio between the works with labour standards set. Rorimpendey (2008: 17), which also gives the concept of the performance of the accumulation of three interrelated elements, namely the skill, effort, and attitude of external circumstances. Proficiency is the "raw material" that brought someone to the place of work, which consists of knowledge, skills, and technical skills. Job satisfaction of teachers can improve student achievement in implementing the learning activity (Dutta and Sahney, 2016)

2.4. Quality of Education

According to Juran (in the Hadith and Nurhayati, 2010: 84), is the product quality matches the use of the product (fitness for use), to meet customer needs and satisfaction. Matches are based on the product manual five main characteristics, that is 1) technology; namely power; 2) psychology, which is the image of taste or status; 3) time, namely reliability; 4) contractual, there is a guarantee; 5) ethical, that manners. Meanwhile, according to the Hadith and Nurhayati Feigenbaum (2010: 85) states that the quality is fully customer satisfaction (full customer satisfaction). A product is considered to have the quality of a product when it is pleased the hearts of consumers or give satisfaction to the consumer. According to Crosby appropriate quality is required or standardized (Conformance to requirements), which is in accordance with the quality standards have been determined, both the input.

2.5. Hypotheses

- 1) Allegedly supervision of principals, motivation, and teacher performance simultaneously and partially significant effect on the quality of education.
- 2) Suspected variables Teacher Performance dominant influence on the quality of education.

III. Method

3.1. Operational Definition of Variables

1) Quality of Education (Y)

The quality of education is an end result of the education process. the quality of education will be achieved when the input quality, process quality, and quality output. As for the indicators include: 1) Input, 2) process, 3) Output, 4) Outcomes. According Ghufron (2017: 192), quality of education, namely the implementation of education to produce professionals according to the needs of the State and the nation.

2) Supervision of Principal (X1)

Supervision principal is an activity of the principal in the learning process for teachers in room learning to improve the performance of teachers and quality of education. The indicators include: 1) Planning supervision of the school principal, 2) Implementation Supervision principal, 3) Follow-up supervision of the school principal. According Muljono, (2010) The headmaster (supervisor) should discuss and give themselves to be willing to assist teachers in preparing learners in the learning process. The growth of the students which is the main goal of the whole process of education.

3) Work motivation (X2)

Motivation is an impulse in a person to perform an activity in order to get the expected results. As for the indicator; 1) Physiological needs, 2) The need for a sense of security, 3) social needs, 4) The need for self-esteem, 5) the need for self-actualization. According to Robin, (2013) gives the sense of motivation as a willingness to issue a high level of effort toward organizational goals, conditioned by the ability of an effort to obtain individual needs. Inside this sense that a key element in motivation is: attempt, the organization's goals and needs.

4) Performance Teachers (X3)

Traffic teacher performance is a work or performance demonstrated by a teacher in carrying out their duties as to obtain optimal results marked and measured by indicators: 1) Develop instructional design; 2) Master the methodology of teaching methods and use them in accordance with the nature of student learning activities; 3) Interact with students who pose a high motivation so that students feel the students a fun learning activities; 4) Master of materials and the use of learning resources to generate active learning through skills development process; 5) Know the difference individual student so that he is able to provide bimbinganbelajar; and 6) Assessing the learning process and results, providing feedback to students and devise remedial learning programs.

3.2. Population and Sampling Techniques

In this study population is the number of teachers in the Foundation Binawirawan Malang, while the number of teachers 47 consists of younger and older, male and female. Sampling of all members of the population by providing equal opportunity to become members of the sample with a non-probability sampling techniques saturate (census) is the sampling method when all members of the population used as a sample (Supriyanto and Machfudz, 2018: 88).

3.3. Techniques for Data Analysis

1. Descriptive analysis

In this research, descriptive analysis techniques are used to organize data, present and analyze data. To that used descriptive statistics by finding the arithmetic mean (mean), standard deviation of variants.

2. Multiple Linear Regression Analysis

Multiple linear regression analysis is used to determine the effect of independent variables on the dependent variable, is also used to make predictions on the performance of employees:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 \dots + b_nX_n$$

Information :

- Y ' = The dependent variable (the predicted value)
- X1, X2 and X3 = Independent variable
- a = Constant (value Y 'if X1, X2, X3Xn = 0)
- b = The regression coefficient
- b1 = regression coefficient magnitude supervision of principals
- b2 = regression coefficient magnitude amount of work motivation
- b3 = magnitude of the regression coefficient teacher performance

IV. Research Results and Discussion

1. Multiple Regression Analysis

From the results of data processing using SPSS 15 for windows obtained results of such analyses in the following table:

Table 1. Result Multiple Regression Analysis

Variable	Regression Coefficients	t	Sig	Information
Supervision of Principal (x1)	0.300	2,254	0,029	Significant
Work Motivation (x2)	0.237	3,842	0,000	Significant
Teacher Performance (x3)	0.314	3,589	0,001	Significant
constants	7.885			
R	0.771			
Adjusted R Square	0.566			
F count	21.008			
Sig. F	0,000			
N	47			
The dependent variable: Quality of Education				
F table: 2,80				
t table: 2.01				

Based on the recapitulation table, obtained by multiple regression equation as follows:

$$Y: 7.885 + 0,300x_1 + 0,237x_2 + 0,314x_3$$

Based on these equations can be explained as follows:

$\alpha = 7.885$ is a constant which means that if all the independent variables supervision of the school principal (x1), Motivation (x2), Teacher Performance (x3) is 0, then the magnitude of the variable quality of education by 7885

$\beta_1 = 0.300$ is the coefficient of the independent variable regression supervision of the school principal (x1), multiple regression coefficient positive and significant value less than 0.05 is positive indicate variables influence the direction supervision of the school principal on educational quality means, the better the quality supervision of the school principal better education, assuming motivation (x2), and the performance of teachers (x3) fixed amount. While the influence of the Supervision of Principal of the quality of education at 0.300.

$\beta_2 = 0.237$ was the magnitude of the regression coefficient independent variable motivation (x2), multiple regression coefficient positive and significant value less than 0.05 indicates motivation variable influence the direction of the quality of education means motivation of teachers in Malang Binawirawan Foundation has an influence on the quality of education with the assumption variables supervision of the school principal (x1) x3 teacher performance fixed amount. While the influence of motivation on the quality of education at 0.237.

$\beta_3 = 0.314$ is the coefficient of performance of teachers regression independent variables (x3), positive multiple regression coefficients less than 0.05 indicates the direction of the teacher performance variable quality of education. Meaning undertake an assessment of student achievement will help the quality of education and increase school and student achievement, assuming the variable level of supervision of the school principal (x1) and motivation (x2), fixed amount. While the influence of teachers' performance against the quality of education at 0.177. The coefficient of determination (Adjusted R square) of 0.566 indicates this determination means that, supervision of the school principal (x1) motivation (x2), and the performance of teachers (x3) together to contribute to the quality of education

2. Hypothesis Testing

a. The first hypothesis testing

To test the first hypothesis which states that the alleged supervision of the school principal, teacher motivation and performance simultaneously significant effect on the quality of education, it will be determined by F-test using SSPS program for windows as follows

Table 2. Results of Test F

ANOVA ^b						
Model		Sum of Squares	df	mean Square	F	Sig.
1	Regression	746.304	3	248.768	21.008	.000a
	residual	509.185	43	11.842		
	Total	1255.489	46			
a. Predictors: (Constant), Teacher Performance, Motivation Training, Supervision of Principal						
b. Dependent Variable: Quality of Education						

Sources: Primary data is processed in 2019.

Based on the above table 15, the value of F indicates a significant level of $0.00 < \alpha < 0.05$, so it can be concluded that the supervision of the school principal, teacher motivation and performance simultaneously significant effect on educational quality. Thus the first hypothesis is accepted.

b. Second Hypothesis Testing Testing

To test the second hypothesis which states the suspect variable Teacher Performance dominant influence on the quality of education, then the details can be measured through t-test. The t-test is used to determine the regression coefficient (beta) each independent variable and the independent variable where the dominant influence. To determine where the dominant influence variables can be seen in the following table:

Table 3. Results of t test

Variables		Coefficients unstandardized		Standardized Coefficients	t	Sig.
		B	Std. Error	beta		
1	(Constant)	7.885	7,141		1,104	0.276
	Supervision of Principal	0.300	0.133	0.273	2,254	0.029
	Work motivation	0.237	0.062	0.380	3,842	0.000
	Teacher performance	0.314	0.088	0.428	3,589	0.001

Sources: Primary data is processed in 2019.

Based on the above Table 3 shows that the significant value of the variable t supervision of principals by $0.029 \leq \alpha = 0.05$, demonstrating the supervision of the school principal a significant effect on the quality of education. Work motivation variable indicates the significant value of $0.000 t \leq \alpha = 0.05$, demonstrating the motivation to work a significant effect on the quality of education. Teacher performance variables showed significant value t count $0.001 \leq \alpha = 0.05$, demonstrating the performance of teachers significantly influence the quality of education. Of the three independent variables in the partial test it appears that the beta coefficient teacher performance variable is greater than the variable supervise principals and motivation. It can be concluded that the performance of teachers' dominant influence on the quality of education, so that the two are statistically hypotheses are acceptable or tested.

V. Discussion

a. Supervision of Principal Effect on Quality of Education

Based on the results of the study that the supervision of the principal has a significant influence on the quality of education. The principal with the teacher seeks to learn solutions and approaches, can build for the advancement of educational institutions. The role of the principal's supervision is that the activities that are interested in advancing the development of the teacher, staff, and students are responsible for determining the performance of the teachers in the school. Supervision of the principal is aimed at teaching and learning situations that enable the achievement of educational goals optimally, in improving and improving the quality of teaching.

Supervision of Principal in educational foundations Binawirawan Malang impact on the quality and development of the male and female students among others heads in collaboration with teachers to achieve quality education programs; school principal oversees the activities of the learning process by holding regular meetings with the teachers associated with the processing of the results of learners. One of the tasks of principals in the Foundation Binawirawan Malang task responsibilities as a leader, capable of personality

exemplified by teachers and staff, who have basic skills in leading schools can affect the performance of teachers, such as teacher will be responsible, disciplined, and eager to teach.

Supervision of Principal provide coaching activities are planned to help teachers and school personnel or educational institutions do their jobs effectively and efficiently. Influence Supervision of Principal can help the development educators on teacher performance Binawirawan Malang Foundation, stated that the higher the supervision of the implementation of the principal, in the implementation of curriculum development supervision, observation and professional development, the better the performance of teachers or increasing the quality of education. In line with the opinion (Sharif, 2011) Supervision of Principal is a business principals in stimulating continuous development of teachers in schools, both individually and collectively, in order to better understand and more effectively in realizing all functions of teaching so that teachers can stimulate and guide the growth of each student continuous, and able and more able to participate in the interaction of learning and teaching,

b. Work Motivation Influence on Quality of Education

Based on the results of the study that work motivation has a significant influence on the quality of education. Motivation is an important place where students become enthusiastic when there is motivation. Motivation can come from yourself and the teachers and principals. Especially the service in terms of physiological teachers have the enthusiasm to provide learning motivation to students, the salary requirements of teachers including sufficient honorary, among others honorary teachers receive housing facilities. In terms of security, teachers at the Binawirawan Malang Foundation have a sense of comfort because of BPJS facilities, and guarantees of old age. The social needs of local teachers and employees in their relations are quite good, especially through the interaction of cooperation and family settings that are very visible in the school environment. Self-actualization needs that every teacher and employee is able to express themselves to accept each other..

Motivation refers to the internal and external forces of a person that arouses enthusiasm and resistance to carry out a certain set of actions. In the world of work motivation from a manager is very important for his employees. This is done as an encouragement to work or improve employee performance. In this case, motivation becomes a positive influence on employees. In the world of education also motivation becomes an important place where students become enthusiastic when there is motivation. Motivation can come from yourself and also the teachers or principals. Broadly speaking, the majority of respondents felt physiological needs, security needs, social needs, self-esteem needs, and self-actualization needs felt fulfilled. In line with an opinion (Griffin, 2003) is a group of factors that cause individuals to behave in certain ways referring to the internal and external forces of a person that arouses enthusiasm and resistance to carry out a certain set of actions.

c. Teacher Performance influence the quality of education

Performance of teachers is one of the important components that influence the success of the school. Performance results reflect productivity level school teachers as an effective and efficient organization. There are many factors that affect the performance of teachers. Research results show that the activity follows the activities of the organization are the external factors that contribute to the success of the performance of teachers, while internal factors that have contributed include the effect of supervision of the principal and teacher work motivation.

Based on the results of the study that teacher performance has a significant influence on the quality of education. The role of teacher performance becomes an important place in the world of education is an important factor that greatly influences the achievement of teachers in determining the smoothness of teaching and learning activities can encourage improvement in work performance can affect the quality of schools to assess student achievement. in order to achieve educational quality in the educational institution of the Marsudisiwi Binawirawan Malang Foundation. The use of learning resources states that the general picture of education quality and teacher teaching performance is in the very high category, and the use of learning resources in the high category. Teacher performance and utilization of learning resources have a significant influence on school quality. In addition, the results of research on work motivation and teacher performance in improving the quality of education at the Binawirawan Malang Foundation state that teacher performance is in a very good category.

Foundation education teacher performance Binawirawan Malang states that do implement the learning process in the classroom and outside the classroom in addition to doing other activities, such as working on the school administration and the administration of learning, implementing guidance and service to the students, as well as carrying out the assessment tasks. Foundation education teacher performance Binawirawan Malang include pedagogic competence, personality, social, and professional. Job performance or often referred to as the performance is the result of the quality and quantity of work accomplished by an employee in performing their

duties in accordance with the responsibilities given to him. So, it can be concluded that teacher performance is the result of the quality and quantity of work accomplished by a teacher in carrying out their duties in accordance responsibilities. In line with other opinions expressed Tabarani et al, (2000: 17), the performance of the teacher is to carry out their lessons in the classroom and outside the classroom in addition to doing other activities, such as working on the school administration and the administration of learning, implementing guidance and services to students, as well as an assessment of the student's task.

VI. Conclusion And Recommendations

Conclusion

Based on research result and discussion which is conducted it can be concluded as following:

1. Results Descriptive statistics show that supervision of principals able to contribute to the quality of education to engage with the teacher in finding learning solutions, The main thing that supports the supervision of the principal that is supervisors will receive information directly from the state of the real teachers and teachers are always ready at any time to their classroom visits without notice. Certainly here engage with educators to build on the progress of educational institutions. Thusmaster teacher performance is formed by the material to be taught, managing teaching and learning program and assess student performance. The main thing that could improve the performance of the teacher is managing the teaching and learning program reflected in the quantity of the work of the respondents were able to manage the learning of students.
2. Supervision of Principal, teacher motivation and performance simultaneously affect the quality of education in the Foundation Binawirawan Malang, which means that the better supervision of the school principal, who supported the work motivation, and supported teacher performance can improve the quality of education in the Foundation Binawirawan Malang
3. Supervision of Principal, motivation and performance of teachers partially influence the quality of education in the Foundation Binawirawan Malang. This suggests that teacher performance can be enhanced through an adequate level of teacher education, supporting infrastructure and facilities are complete and work environment that is safe and comfortable.
4. Teacher's performance has an influence on the quality of education at the Foundation Binawirawan Malang. This shows that the main influence that can improve the performance of teachers in Foundation Binawirawan is the teacher who follows the planning of the learning activities program to the maximum. Teachers who are skilled and understand in identifying the plan needs of the skills learning program. The learning program needs in question are skills in identifying what things are needed in carrying out classroom management activities, the use of media and learning resources, and the use of learning methods and strategies for a period of one school year, with reference to the syllabus issued by the government. Thus the higher the level of teacher education the better the quality of teacher performance. If the teacher has an education in accordance with his field of work, then his performance is also getting better. The results of this study are in line with Anita (2017) which states that teacher performance affects the quality of education..

Recommendations

With regard to matters which have been described above, there can be given suggestions as follows:

1. To improve the quality of education, teachers should encourage increased work performance to conduct an assessment of student learning achievement.
2. Teachers should develop their own potential in the teaching and learning process according to the basic competency in order to achieve educational quality at the educational institution of the Marsudisiwi Binawirawan Malang Foundation.
3. The school creates a comfortable work environment so that the learning process can run well.
4. For the next researcher, he is expected to be able to develop research by using another free variable, so that it can give more influence on teacher performance.

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