



## **The influence of spmi and spme on vocational high school performance**

**Yogi Sugiyana**

Email: [yogisugiyana@uninus.ac.id](mailto:yogisugiyana@uninus.ac.id)

**Ade Tuty R, Rosa**

Email: [adetuttyrosa@uninus.ac.id](mailto:adetuttyrosa@uninus.ac.id)

**Hanafiah**

Email: [hanafiah@uninus.ac.id](mailto:hanafiah@uninus.ac.id)

**R.Supyan Sauri**

Email: [uyunsupyan@uninus.ac.id](mailto:uyunsupyan@uninus.ac.id)

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### **Abstract**

The purpose of this research is to describe SPMI policy management to improve school performance in SMK. This research is a quantitative descriptive study with the data used is the population, namely all teachers at Al-Multi Vocational School and Technology Development Vocational School in Subang Regency, totaling 58 respondents. Data collection was carried out by distributing questionnaires directly to respondents with 25 statements. In this study, the independent variables consisted of policy management and SPMI, while the dependent variable was improving the performance of SMK teachers using SPSS V.23 software. Testing the instrument using multiple linear regression analysis with t test f test and (R<sup>2</sup>). The results of the research on policy management independent variables and SPMI variables on improving the performance of SMK school teachers have a partial effect on improving school teacher performance and the SPMI variable has a partial effect on improving school teacher performance. The results of the F test show that the independent variables of policy management and SPMI jointly or simultaneously affect the dependent variable (Improvement of School Teacher performance) positively and significantly. The results of the Adjust R Square coefficient of determination (R<sup>2</sup>) test show that the variable teacher performance improvement can be explained by policy management and SPMI variables and the rest can be explained by other variables outside of this research variable. Conclusion In general, based on research results, it can be concluded. Shows that the respondents' answers to the policy management variable are included in the good category,

this can be seen from the resulting average score of 3.16 and based on the average score range is 2.61 - 3.40 which means it is included in the category Fairly good rating. The System Variable is in the good category, this can be seen from the resulting average score of 3.52 and based on the range of average scores it is in the range of 3.41 – 3.20 which means it is in the good rating category. Variable Increase is in the pretty good category, this can be seen from the average score produced 3.40 and based on the average score range is 2.61 – 3.40 which means it is in the Fairly good rating category.

### **Keywords**

Management, Policy, Internal Quality Assurance System, Improving Performance

### **Introduction**

The education quality assurance system is a quality assurance system to direct and control educational units by establishing policies, targets, plans, quality procedures, and their achievements are carried out continuously (continuous improvement). The expected targets in education quality assurance activities are to improve service quality, improve productivity and efficiency through performance improvements, and improve the quality of the educational process so as to produce graduates who are satisfactory or meet the needs of stakeholders.

Quality assurance for Vocational High Schools which were transferred from Regency/City to Province management starting in 2016 under management authority so that coaching is carried out by LPMP has the form of an internal quality assurance system (SPMI). The implementation of the internal quality assurance system is a major activity for the institution. Implementation of internal quality assurance as a form of quality improvement that leads to improved education service and customer satisfaction. The main agenda that needs to be programmed to improve the quality of education at the Vocational High School level is changes to the learning process in the classroom. These changes are difficult to materialize without an increase in teacher professionalism, because teachers play the most dominant role in the educational process. Departing from the assumption that the higher the professionalism of the teacher, the higher the quality of learning. The basic considerations in this study are; (1) In fact, there are still complaints about SMK graduates who are unskilled so that they are not ready to compete for jobs. This is caused partly by the unpreparedness of graduates to carry out work and the vocational gap between the skills background of the workforce of SMK graduates and the competencies needed by the business world and the industrial world.

### **Research methods**

SPMI Policy Management Research for Improving School Performance in Subang Regency Vocational High School case studies at Subang Technology Bina Vocational School and AI-Multi Purwadadi Vocational School in accordance with the

main elements that must be found as stated in the problem formulation, research objectives and benefits, so this research uses a quantitative method Quantitative research is a process of finding knowledge that uses data in the form of numbers as a tool to analyze information about what you want to know (Kasiram, 2008; Watanabe, Patitad, & Janmontree, 2022).

### Hasil Penelitian Verifikatif

Analisis verifikatif adalah dengan menjawab pertanyaan penelitian yang mengungkapkan hubungan dan pengaruh antar variabel yang diteliti dengan menggunakan perhitungan statistik yaitu dengan uji asumsi klasik. Adapun alat yang digunakan adalah SPSS 23.

### Verification Research Results

Verification analysis is by answering research questions that reveal the relationship and influence between the variables studied using statistical calculations, namely the classical assumption test. The tool used is SPSS 23.

### Classical Assumption Test

#### Normality Test

The normality test aims to test whether the residual or confounding variable regression model has a normal distribution. To find out whether there is normality in the regression model, that is by looking at the normal probability plot which compares the cumulative distribution of the normal distribution. The normal distribution will form a straight line diagonally and plot the normal residual data, then the line that describes the actual data will follow the diagonal line (Imam Ghozali, 2013: 160).

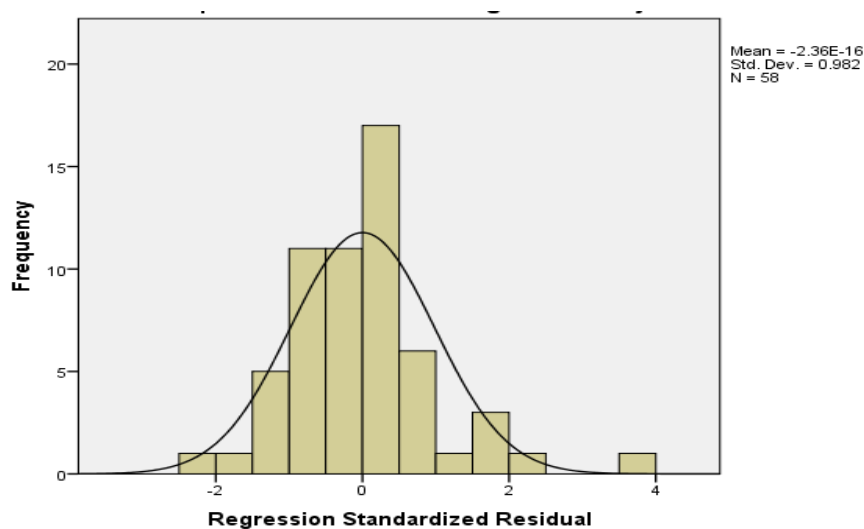


Figure 4.4 Histogram Normality Test  
Source: Data processed with SPSS 23, 2023

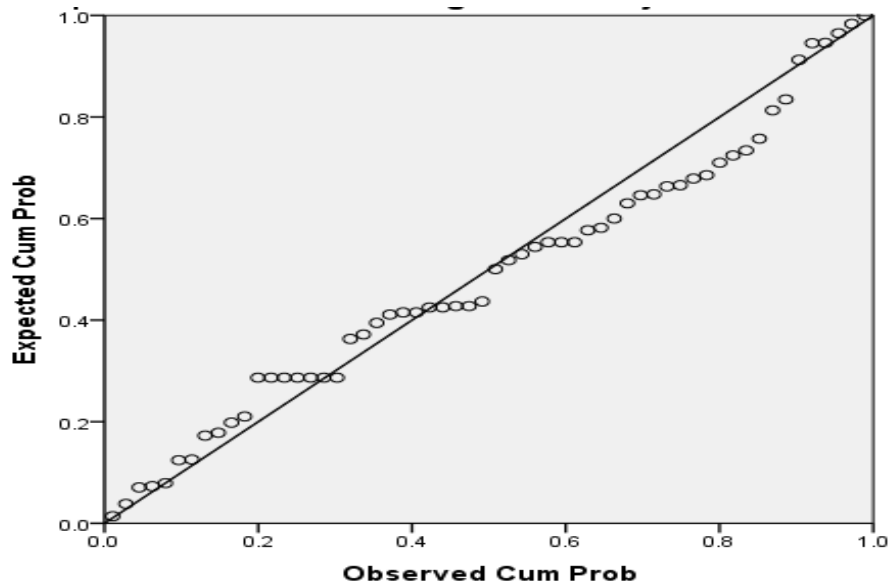


Figure 4.5 Uji Normalitas Secara Grafik (*P*-plot)  
 Source: Data processed with SPSS 23, 2023

Based on the appearance of the normal graph plot above, it means that the histogram graph gives a normal distribution pattern. Meanwhile, in the normal graph, the P-plot of regression standardized residual shows that the points spread around the diagonal line and the distribution follows the direction of the diagonal line. These two graphs show that the regression model is feasible to use because it meets the assumption of normality.

Besides that, statistical tests to test normality are the non-parametric Kolomogorov-Smirnov (K-S) statistical test. if the significance value of the Kolomogorov-Smirnov test is greater than 0.05 then the data is normally distributed (Ghozali, 2013).

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		58
Normal Parameters <sup>a, b</sup>	Mean	.0000000
	Std. Deviation	2.98015689
Most Extreme Differences	Absolute	.107
	Positive	.107
	Negative	-.094
Test Statistic		.107
Asymp. Sig. (2-tailed)		.097 <sup>c</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

Figure 4.6 Uji Normalitas Koromogorov-Smirnov  
 Source: Data processed with SPSS 23, 2023

Based on the normality statistical test in table 4. It shows that Kromogov-Smirnov with a significance of 0.097 is greater than 0.05, so it can be concluded that the data is normally distributed.

### Multicollinearity Test

Multicollinearity test to test whether in the regression model found a correlation between independent (independent) variables. A good regression model should not have a correlation between the independent variables. To find out whether or not there is multicollinearity in the regression model, that is by looking at the tolerance value and its opponent, namely the variance inflation factor (VIF). If the cut-off value that is commonly used to indicate the presence of multicollinearity is a tolerance value of > 0.10 or the same as a VIF value <10, then the same regression model used in this study is free from multicollinearity (Imam Ghozali, 2013: 105). The following presents the results of multicollinearity testing.

Figure 4.7 Hasil Uji Multikolonieritas

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.825	1.985		1.927	.012		
	Manajemen Kebijakan	.291	.161	.192	3.805	.003	.241	4.156
	Sistem Penjaminan Mutu Internal SPMI	.800	.114	.750	7.038	.000	.241	4.156
a. Dependent Variable:								
Source: Data processed with SPSS 23, 2023								

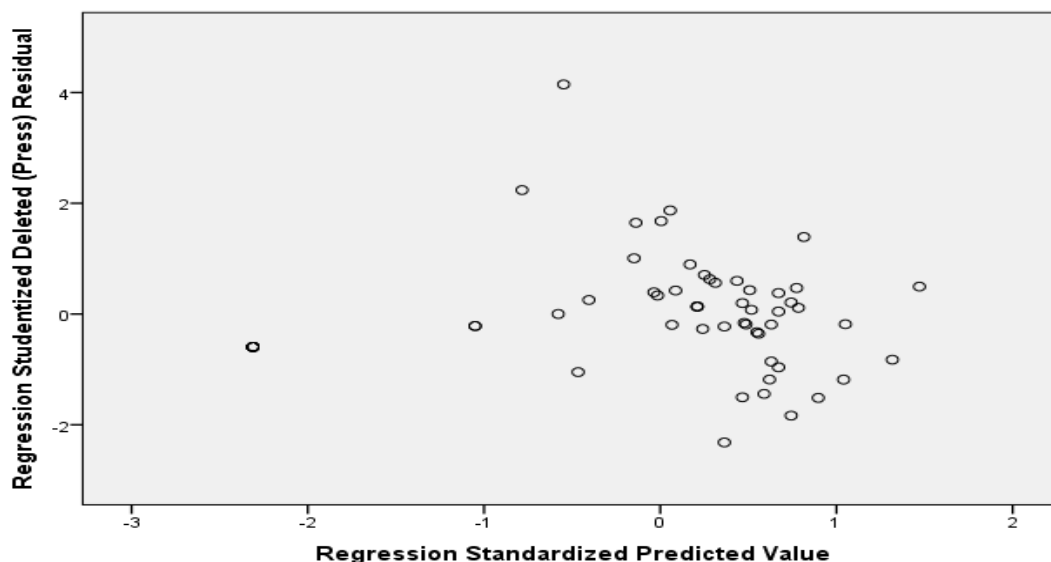
Based on table 4, it can be seen that the tolerance value is close to 1 and the variance inflation factor (VIF) value is around 1 for each variable which is indicated by the policy management tolerance value of 0.241 and the Internal Quality Assurance System of 0.241. In addition, the VIF value for career development is 4.156 and motivation is 4.156. A regression model is said to be free from multicollinearity problems and can be used in research.

### Heteroscedasticity Test

Heteroscedasticity test to test whether the regression model has an unequal variance from the residuals of one observation to another. If the variance of the residuals of one other observation remains, then it is homoscedasticity and if it is different, it is called heteroscedasticity (Imam Ghozali, 2013: 139). To detect

heteroscedasticity can be done by looking for the presence or absence of a pattern (wavy, widened then narrowed). If certain patterns are regular, heteroscedasticity occurs. If there is no clear pattern and the points spread above and below the number 0 on the Y axis, then there is no heteroscedasticity.

### Uji Heteroskedastisitas



Source: Data processed with SPSS 23, 2023

The graph presented above shows that the dots spread randomly and are spread above and below the number 0 on the Y axis and do not have a clear pattern or do not form a pattern. For this reason, it can be concluded that there is no heteroscedasticity in the regression model so that the regression model is suitable for use as a prediction.

### Discussion

#### Overview of the Unit of Analysis

#### Description of the condition of policy management at Vocational High School SMK Bina Teknologi Subang

Based on the recapitulation of responses regarding the policy management of vocational high schools, SMK Bina Teknologi and SMK Al-Multi, Subang Regency, we can see that the average respondent's responses fall into the criteria of being quite good overall, but there are statements in policy management, namely the fourth statement has an average – lowest average score. So that planning for quality assurance in improving performance is not appropriate so that it is still lacking in policy management schemes that are still not good enough so that additional policies are needed and teachers pay more attention to policies that are not difficult, in order to make it easier to do work and add to the insight of teachers.

### **Description of the condition of the Internal Quality Assurance System (SPMI) at Vocational High Schools, SMK Bina Teknologi Subang and SMK AI-Multi Subang**

Based on the recapitulation of responses regarding the internal quality assurance system (SPMI) at vocational high schools, Bina Teknologi Vocational Schools and District Al-Mufti Vocational Schools, they are categorized as good overall, but the fourth statement has the lowest average. The standards for assessing students at school are still not fully effective, have a bond in authority and teacher co-workers are quite good, and teachers are maintaining and improving the relationship between teachers and students, further improving the relationship in assessing students at school.

### **An overview of the condition of Teacher Performance Improvement at SMK Bina Technology Subang and SMK AI-Multi Subang**

Based on the results of data recapitulation and interviews with school principals on responses regarding improving the performance of SMK teachers at Bina Technology Vocational Schools and AI-Multi Vocational Schools in Subang Regency, in general it is good, but there is the sixth statement which has the lowest average. In the implementation of the assessment of students it has not been as specified, but teachers and staff have not been consistent in achieving work and if there are problems in implementing school performance improvements with some lack of knowledge possessed by teachers and staff, there is not enough addition in the implementation of training assessments for teachers -teachers and there is still a lack of communication between teachers and principals so they tend to misunderstand in completing their work.

### **Discussion of Verification Results**

#### **The Effect of SPMI and SPME on the Performance of the Subang Technology Development Vocational High School and AI-Multi Vocational High School Purwadadi Subang**

From the results of research that has been carried out by researchers, it can be interpreted that a policy management variable on its own (partial) on improving teacher performance in Vocational High Schools, Subang Technology Development Vocational School and AI-Multi Purwadadi Subang Vocational School, is very strong and significant. With the policy management variable in this study, it has a positive effect and significance on the variable of Teacher Performance Improvement in Vocational High Schools, Subang Technology Development Vocational Schools and AI-Mufti Purwadadi Vocational Schools, Subang district.

### **The Influence of the Internal Quality Assurance System (SPMI) and SPME for Technology Development Vocational Schools and AI-Multi Purwadadi Vocational Schools, Subang**

From the results of research that has been carried out by researchers the influence of the internal quality assurance system (SPMI) variable was tested independently (partial) on improving teacher performance in Vocational High Schools, SMK Bina Teknologi Subang and SMK AI-Multi Purwadadi Subang, resulting in this test, it is known that this variable has a close relationship and influential. Whereas the SPMI variable in this study has a positive effect and significance on the variable of Teacher Performance Improvement in Vocational High Schools, Subang Technology Development Vocational School and AI-Multi Purwadadi Vocational School, Subang district.

The results of this study are in line with previous research by Muhammad Ferils & Syafaruddin (2020). Which states that the internal quality assurance system has a significant effect on improving the performance of school teachers. its implementation refers to law number 12 of 2012 concerning higher education, article 52 paragraph (3) was then passed down through Permenristekdikti number 44 of 2015 concerning national standards for higher education and Permenristekdikti number 62 of 2016 concerning the higher education quality assurance system, as well as guidelines for the guarantee system the internal quality of the PP Muhammadiyah Diktilitbang Assembly, the stages are by completing the SPMI document structure (quality policy, quality manual, quality standards, and quality forms) then designing plans operationally through the SPMI cycle. And it can be seen from the desire for achievement, the desire to encourage better co-workers and the desire to establish good relationships between teachers who are able to improve their performance.

### **The influence of policy (SPMI) and SMPE on improving the performance of Vocational Middle Schools in Subang Technology Development Vocational Schools and AI-Multi Purwadadi Vocational Schools**

A research result that has been carried out by researchers in the variables of policy management and internal quality assurance of SPMI simultaneously (together) has a positive effect and significance on improving teacher performance in Vocational High Schools, Vocational High Schools, Subang Technology Development Vocational Schools and AI-Multi Purwadadi Subang Vocational Schools, independent variables make a major contribution to the dependent variable.

With SPMI this is the thing that causes channeling and supporting the behavior of a teacher so that he wants to work actively and enthusiastically achieve optimal things. From the results of the analysis of the coefficient of determination



((R2) shows a large Adjusted R Square, which means that the variation in the performance improvement variable for Vocational High School teachers in Vocational High Schools can be explained by the variables of policy management and SPMI's internal quality assurance system. Based on the analysis it shows that policy management, SPMI simultaneously has a positive and significant effect on improving teacher performance in vocational high schools.

### Conclusions and suggestions

#### Conclusion

Based on the general conclusions above, it is stated that the results of the test for the validity and reliability variables of this study are as follows.

#### Validity

Policy management results of Research Variable Validity Test

Variabel	Item	Person Corelation	Sig (2- Tailed)	Keterangan
Manajemen Kebijakan	1	0,794	0,000	Valid
	2	0,874	0,000	Valid
	3	0,886	0,000	Valid
	4	0,776	0,000	Valid
	5	0,848	0,000	Valid
	6	0,843	0,000	Valid

Sistem Penjaminan Mutu Internal SPMI

Variabel	Item	Person Corelation	Sig (2- Tailed)	Keterangan
Sistem Penjaminan Mutu Internal (SPMI)	1	0,884	0,000	Valid
	2	0,763	0,000	Valid
	3	0,824	0,000	Valid
	4	0,843	0,000	Valid
	5	0,876	0,000	Valid
	6	0,877	0,000	Valid
	7	0,861	0,000	Valid
	8	0,835	0,000	Valid
	9	0,830	0,000	Valid

Sistem Penjaminan Mutu Internal SPME

Variabel	Item	Person Corelation	Sig (2- Tailed)	Keterangan
Penjaminan Mutu Internal SPME	1	0,892	0,000	Valid
	2	0,908	0,000	Valid
	3	0,941	0,000	Valid
	4	0,811	0,000	Valid
	5	0,900	0,000	Valid
	6	0,908	0,000	Valid

Variabel	Item	Person Corelation	Sig (2- Tailed)	Keterangan
	7	0,868	0,000	Valid
	8	0,891	0,000	Valid
	9	0,901	0,000	Valid
	10	0,940	0,000	Valid

Based on the table above, it can be seen that all statements used to measure each variable, namely Policy Management, Internal Quality Assurance System (SPMI) and Performance Improvement for Vocational High School Teachers (SMK) have a value that is greater than the significant value. The results of this validity test showed that all statement items used in this research questionnaire were declared valid and suitable for use in further research.

### Reliability

A measurement result can be trusted if in several times carrying out measurements of the same research instrument, relatively the same measurement results are obtained, as long as the aspects measured in the research instrument have not changed. This reliability test is intended to test the extent to which the scale is able to produce consistent results when applied to certain characteristics.

The method used to test the level of consistency of the measuring instrument used in this study is the Alpha Cronbach method. Each research variable can be declared reliable if the Alpha value is > 0.60. The results of reliability testing can be seen in the table below as follows:

#### a. Hasil Uji Reliabilitas Instrumen Penelitian

Variabel	Cronbach's Alpha	Titik Kritis	Keterangan
Pengaruh	0,912	0,600	Reliabel
SPMI	0,950	0,600	Reliabel
SPME	0,971	0,600	Reliabel

Based on the table above, it can be seen that the three variables studied have respective results of 0.805; 0.950; and 0.971, which means that the resulting reliability coefficient value is greater than 0.60. Therefore, it can be said that the measuring instrument used is reliable.

### Suggestion

1. For managers of educational institutions to carry out internal quality assurance of school education so that they can provide excellent service to students in order to produce graduates who are competent and in line with national education goals.
2. For best practices for school principals to be imitated, adapted and modified in implementing quality assurance by implementing SPMI independently.

3. For the principals of SMKS Bina Teknologi and SMK Al-multi purwadadi Subang in planning, organizing, activating and supervising policies related to school performance by considering the supporting and inhibiting factors of its implementation.
4. For teachers and staff of SMKS Bina Teknologi and SMK Al-Mufti Purwadadi Subang who are qualified according to the demands of the times.
5. For education managers in general, in order to improve the quality of school performance through the implementation of the internal education quality assurance system policy in improving school performance.
6. For the author As a thought contribution in the process of implementing the implementation of the internal education quality assurance system policy in improving school performance at the Bina Technology Vocational School and Al-Mufti Purwadadi Subang Vocational School.
7. Further researchers are expected to be able to continue further research by developing existing data while formulating a more integrated study.

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