Correlation Between Administrative Personnel Competency And Madrasah Administrative Personnel Performance

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Abstract: *The success of madrasah in achieving goals is strongly influenced by the madrasa climate, one of which is effective madrasa administration. To support the effective administration of madrasas, administrative staff are needed who have competence in accordance with the administrative staff standards set by the government. Therefore, the fulfillment of the qualification and competency standards for school/madrasah administrative staff must be met by school/madrasah administrators. Adequate competence of madrasah administrative staff will result in high performance of administrative staff. This study aims to describe the relationship between the Competence of Administrative Personnel and the Performance of Madrasah Administrative Personnel in Madrasah Tsanawiyah Negeri Bekasi City. This research is descriptive, using a quantitative approach to the type of correlation. Data collection techniques using a questionnaire questionnaire. Based on the results of the study, it is known that the competence of administrative staff has a significant relationship with the performance of madrasa administrative staff at Madrasah Tsanawiyah Negeri Bekasi City. Calculation of the correlation coefficient analysis shows the number 0.888, which means that there is a relationship with the "Very High" category.*
Keywords: *Competence; Madrasah Administration Personnel; Performance*

INTRODUCTION

Madrasah progress in achieving goals is strongly influenced by the madrasa environment. One component of the madrasah environment is administrative effectiveness in madrasas. Therefore, madrasa administration is one of the things that must be addressed to improve the quality of education in madrasas (Sulistiyono, 2021).

Given the very important position and role of administrative staff in the administration of madrasas, the government through Permendiknas Number 24 of 2008 stipulates school/madrasah administrative staff standards. This standard

regulates the minimum qualifications and competencies that must be met by school/madrasah administrative staff (Sulistiyono, 2021). School/madrasah administrators are required to meet the qualification and competency standards for school/madrasah administrative staff that have been set by the government and are applicable nationally. Because, in order to produce high performance of administrative staff, it is necessary to have madrasa administrative staff who have adequate competence (Ratnasari et al., 2018).

The competence of school/madrasah administrative staff is the main key in the success of effective and efficient school/madrasah administrative activities, because competence is a human characteristic that relates to effectiveness and performance. These characteristics such as style of acting, behaving, and thinking and have influence or can predict excellent performance (Ganata, 2020). The performance of administrative staff has an important role for schools/madrasas, if the resulting performance is low then this will result in the achievement of school/madrasah goals being hampered (Junaidi Junaidi, 2021).

Referring to the Regulation of the Minister of National Education no. 24 of 2008 that competence is a minimum standard that must be possessed by school/madrasah administrative staff. Based on research conducted by Sulistiyono (2021)with the title "Efforts to Increase the Competence of School Administrative Personnel Through Continuous Guidance", the results of his research show that many school/madrasah administrative staff still have abilities below the minimum standard of competency. This is caused by the recruitment process that does not refer to competency standards in the Permendiknas. They were appointed as administrative staff long before the existence of the Permendiknas. Therefore, administrative management is not running effectively.

Another research conducted by Rio et al. (2021) with the title "The Influence of the Competence of Teaching Personnel on the Performance of Teaching Personnel at SMK Negeri 4 Kendari" shows that there is a positive and significant influence between the competence of teaching staff on the performance of teaching staff at SMK Negeri 4 Kendari, namely 45.02% with a correlation coefficient value of 0.671 and simple linear regression equation with a value of $\hat{Y} = 85.448+ 4.074X$ while the remaining 54.98% is influenced by other factors not examined in this study.

Research conducted by Soetrisno & Gilang (2018) with the title "The Effect of Competence on Employee Performance (Study at PT. Telekomunikasi Indonesia Tbk Witel Bandung)", the results of the study show that competence has a positive and significant influence on employee performance at PT. Telekomunikasi Indonesia Tbk Witel Bandung. The Coefficient of

Determination (R Square) is 0.510 or 51%, meaning that the competence variable has an influence on employee performance variables of 51% and the remaining 49% is influenced by other variables not examined in this study.

What distinguishes and renews this research from previous research lies in the scope of the research, research methods, and the place and time of the research. Researchers tried to describe the relationship between the competence of administrative staff and the performance of madrasah administrative staff at the Bekasi City Public Madrasah Tsanawiyah. Where the relationship between these variables is expected to be an alternative for madrasah institutions to achieve the expected goals.

This study aims to determine and describe the relationship between the Competence of Administrative Staff and the Performance of Madrasah Administrative Staff at Madrasah Tsanawiyah Negeri Bekasi City. According to the researcher's presumption, namely that there is a positive relationship between the competency variables of administrative staff and the performance variables of madrasah administrative staff. The hypotheses put forward in this study are Ha: There is a positive relationship between the competence of administrative staff and the performance of madrasah administrative staff at the Bekasi City State Madrasah Tsanawiyah, and Ho: There is no relationship between the competence of administrative staff and the performance of madrasah administrative staff at the Bekasi City State Madrasah Tsanawiyah.

RESEARCH METHODS

This study uses a quantitative research approach with correlational methods. A quantitative approach is used for research based on the philosophy of positivism, used to examine certain populations or samples, data collection uses research instruments, data analysis is quantitative/statistical in nature, with the aim of testing established hypotheses (Sugiyono, 2017). The sampling technique (sampling) used in this study is the saturated sampling technique. Saturated sampling is a sampling technique if all members of the population are used as samples. This is often done if the population is relatively small (Sugiyono, 2013). Data collection techniques using questionnaires/ questionnaires. Questionnaires or questionnaires are data collection techniques that are carried out by giving a set of questions or written statements to respondents to answer (Sugiyono, 2013). The questionnaire used is a closed questionnaire, where alternative answers are available and the respondent only needs to mark the chosen answer.

The researcher distributed questionnaires to 25 respondents, namely administrative staff at the Bekasi City Public Madrasah Tsanawiyah, using a

Likert scale to facilitate scoring of the questionnaire results. The Likert scale is used to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena with ratings from very positive to very negative (Sugiyono, 2013). With the index of measurement as follows: Strongly Disagree (STS) = 1, Disagree (TS) = 2, Undecided (R) = 3, Agree (S) = 4, and Strongly Agree (SS) = 5.

Data analysis in this study was analyzed through statistics using SPSS 25 software. Through SPSS 25 software, complex data analysis calculations can be performed automatically, so as to make it easier to analyze research data. The steps in data analysis are research instrument tests (validity and reliability), partial analysis tests per-indicator, prerequisite tests (normality and linearity), and correlation coefficient tests.

RESULTS AND DISCUSSION

Administrative Staff Competency of Bekasi City Public Madrasah Tsanawiyah

The first step of data analysis is to test the research instrument with validity and reliability tests. An instrument is said to be valid if it is able to measure what it should measure (Sugiyono, 2013). The validity test was calculated using SPSS 25 software. The questionnaire on the Competency of Administrative Personnel (X) consisted of 15 statement items developed from four indicators. The four indicators are taken from the competence of school/madrasah administrative staff contained in (Regulation of the Minister of National Education Number 24 Concerning School/Madrasah Administration Personnel Standards, 2008), namely personality competence, social competence, technical competence, and managerial competence. To determine the level of validity of an instrument, namely if $r_{hitung} > r_{tabel}$, whereas if $r_{hitung} < r_{tabel}$ the instrument is declared invalid. With r_{tabel} = significance level of 5% (25) = 0.396.

Table 1. Results of the Validity Test of Administrative Personnel
Competency Variables

Items	Indicator	r_{count}	>/<	r_{table}	Ket	Decision
1		0.749	>	0.396	Valid	Used
2		0.748	>	0.396	Valid	Used
3	Personality Competence	0.694	>	0.396	Valid	Used
4		0.813	>	0.396	Valid	Used
5		0.718	>	0.396	Valid	Used
6		0.701	>	0.396	Valid	Used

7	Social Competence	0.797	>	0.396	Valid	Used
8		0.613	>	0.396	Valid	Used
9		0.751	>	0.396	Valid	Used
10		0.869	>	0.396	Valid	Used
11	Technical Competency	0.688	>	0.396	Valid	Used
12		0.749	>	0.396	Valid	Used
13	Managerial Competence	0.404	>	0.396	Valid	Used
14		0.468	>	0.396	Valid	Used
15		0.483	>	0.396	Valid	Used

Source: SPSS Software Output 25

Based on Table 1. Validity Test Results for Administrative Personnel Competency Variables, it is known that all statement items are declared valid because $r_{hitung} > r_{tabel}$. So that all statement items are used for further calculations.

Next is to test the reliability of statement items, this reliability test is carried out to determine the reliability of the questions/statements in the questionnaire/questionnaire by taking into account Cronbach's Alpha value. The basis for decision making in the reliability test is if *alpha* > r_{tabel} the instrument is declared reliable, whereas if *alpha* < r_{tabel} instrument declared unreliable. With r_{tabel} = significance level of 5% (25) = 0.396.

Table 2. Administrative Personnel Competency Variable Reliability Test Results (X)

Reliability Statistics

Cronbach's Alpha	N of Items
.917	15

Source: SPSS Software Output 25

Based on Table 2. Reliability Test Results for the Administrative Personnel Competency Variable (X), it is known that the Administrative Personnel Competency variable (X) obtained an Alpha value of 0.917. Where 0.917 > 0.396 which means that variable X is declared a reliable instrument.

Per-Indicator Partial Analysis Test

The second step in data analysis is to perform a partial per-indicator analysis. This per-indicator partial analysis uses the formula: $X = \frac{\Sigma fx}{N}$ and the calculation results are interpreted on a scale of five absolutes, namely: very low (1.00 – 1.79), low (1.80 – 2.59), moderate (2.60 – 3.39), high (3.40 – 4.19), and very high (4.20 – 5.00).

Table 3. Results of Interpretation of Administrative Personnel Competency Variables

Indicator	Means	Category
Personality Competence	4.48	Very high
Social Competence	4.51	Very high
Technical Competency	4.46	Very high
Managerial Competence	4,29	Very high
Overall Average Score	**4,43**	**Very high**

Source: Manual Calculation Results

Based on Table 3. Results of Interpretation of Administrative Personnel Competency Variables, it is known that the overall average value of administrative personnel competency variables is 4.43. This value is included in the "Very High" category because it is in the interval range 4.20 - 5.00. So it can be concluded that the response of the Administrative Staff of the Bekasi City Public Madrasah Tsanawiyah to variable X is in the "Very High" category.

Administrative Personnel Performance of Bekasi City Public Madrasah Tsanawiyah

The first step in data analysis is to test the research instrument with validity and reliability tests. An instrument is said to be valid if it is able to measure what it should measure (Sugiyono, 2013). The validity test was calculated using SPSS 25 software. The questionnaire on Administrative Personnel Performance (Y) variable consisted of 15 statement items developed from five indicators. The five indicators are taken from indicators that are able to measure the performance of madrasa administrative staff, namely the quantity of work achieved, the quality of work achieved, the time period for achieving work results, attendance and activities while present at work, and the ability to cooperate (Nawawi, 2017). To determine the level of validity of an instrument, namely if $r_{hitung} > r_{tabel}$, whereas if $r_{hitung} < r_{tabel}$ the instrument is declared invalid. With r_{tabel} = significance level of 5% (25) = 0.396.

Table 4. Results of the Validity Test of Madrasah Administrative Staff Performance Variables

Items	Indicator	r_{count}	>/<	r_{table}	Ket	Decision
1	The quantity of work achieved	0.859	>	0.396	Valid	Used
2		0.862	>	0.396	Valid	Used

3		0.580	>	0.396	Valid	Used
4	The quality of the work achieved	0.669	>	0.396	Valid	Used
5		0.737	>	0.396	Valid	Used
6		0.713	>	0.396	Valid	Used
7		0.797	>	0.396	Valid	Used
8	The timeframe for achieving work results	0.724	>	0.396	Valid	Used
9		0.797	>	0.396	Valid	Used
10	Attendance and activities while present at work	0.781	>	0.396	Valid	Used
11		0.628	>	0.396	Valid	Used
12		0.831	>	0.396	Valid	Used
13	Collaboration ability	0.742	>	0.396	Valid	Used
14		0.822	>	0.396	Valid	Used
15		0.849	>	0.396	Valid	Used

Source: SPSS Software Output 25

Based on Table 4. Validity Test Results for Madrasah Administrative Personnel Performance Variables, it is known that all statement items are stated to be valid because $r_{hitung} > r_{tabel}$. So that all statement items are used for further calculations.

Next is to test the reliability of statement items, this reliability test is carried out to determine the reliability of the questions/statements in the questionnaire/questionnaire by taking into account Cronbach's Alpha value. The basis for decision making in the reliability test is if *alpha* > r_{tabel} the instrument is declared reliable, whereas if *alpha* < r_{tabel} instrument declared unreliable. With r_{tabel} = significance level of 5% (25) = 0.396.

Table 5. Reliability Test Results of Madrasah Administrative Staff
Performance Variables (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.939	15

Source: SPSS Software Output 25

Based on Table 5. Reliability Test Results of the Madrasah Administration Staff Performance Variable (Y), it is known that the Madrasah Administrative Personnel Performance variable (Y) obtained an Alpha value of 0.939. Where 0.939 > 0.396 which means variable Y is declared a reliable instrument.

Per-Indicator Partial Analysis Test

The second step in data analysis is to perform a partial per-indicator analysis. This per-indicator partial analysis uses the formula: $X = \frac{\Sigma f_x}{N}$ and the calculation results are interpreted on a scale of five absolutes, namely: very low (1.00 – 1.79), low (1.80 – 2.59), moderate (2.60 – 3.39), high (3.40 – 4.19), and very high (4.20 – 5.00).

Table 6. Results of Interpretation of Madrasah Administrative Staff
Performance Variables

Indicator	Means	Category
Quantity of Achieved Work Results	4,42	Very high
Achieved Quality of Work Results	4.46	Very high
The Timeframe for Achieving the Results of the Work	4.52	Very high
Attendance and Activities During Attendance at Work	4.48	Very high
Collaboration Ability	4,44	Very high
Overall Average Score	**4.46**	**Very high**

Source: Manual Calculation Results

Based on Table 6. Interpretation of the Performance Variables of Madrasah Administrative Staff, it is known that the overall average value of the performance variables for madrasah administrative staff is 4.46. This value is included in the "Very High" category because it is in the interval range 4.20 - 5.00. So it can be concluded that the response of the Administrative Staff of the Bekasi City Public Madrasah Tsanawiyah to variable Y is in the "Very High" category.

Correlation between Administrative Personnel Competency and Administrative Personnel Performance at Bekasi City Public Madrasah Tsanawiyah

The third step in data analysis is to carry out a prerequisite test by testing the normality and linearity of the data. The data normality test is used to test whether the sample under study is normally distributed or not. The normality test used in this study is the Kolmogorov Smirnov test with the help of SPSS 25 software. With the testing criteria, if the significance value is > 0.05, the data is normally distributed, whereas if the significance value is <0.05, the data is not normally distributed.

Table 7. Data Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		25
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.83175381
Most Extreme Differences	Absolute	.209
	Positive	.162
	Negative	-.209
Test Statistic		.209
Asymp. Sig. (2-tailed)		.06[c]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: SPSS Software Output 25

Based on Table 7. Data Normality Test Results, it is known that the Administrative Personnel Competency variable (X) and the Madrasah Administrative Personnel Performance variable (Y) obtain a significance value of 0.06. This value is 0.06 > 0.05, which means that the data is normally distributed.

Next, namely the data linearity test, this test aims to analyze whether the variable data on the competence of administrative personnel with the performance of madrasa administrative staff follows a straight line or not. This linearity test uses the deviation from linearity method through SPSS 25 software. With the test criteria, if the significance value is > 0.05, the data is declared linear, whereas if the significance value is <0.05, the data is declared non-linear.

Table 8. Data Linearity Test Results

ANOVA Table

			Sum of Squares	Df	Mean Square	F	Sig.
Kinerja Tenaga Administrasi Madrasah * Kompetensi Tenaga Administrasi	Between Groups	(Combined)	763.960	12	63.663	5.342	.003
		Linearity	714.508	1	714.508	59.959	.000
		Deviation from Linearity	49.452	11	4.496	.377	.941
	Within Groups		143.000	12	11.917		
	Total		906.960	24			

Source: SPSS Software Output 25

Based on Table 8 Results of the Data Linearity Test, it is known that the significance value obtained is 0.941. This value is 0.941 > 0.05, which means that the relationship between the competence of administrative personnel and the performance of madrasa administrative staff is linear.

Correlation Coefficient Test

The fourth step or the final step in data analysis is to test the correlation coefficient. The correlation coefficient test is to answer the formulation of the problem how is the relationship between the Competence of Administrative Personnel and the Performance of Madrasah Administrative Personnel in Bekasi City Public Madrasah Tsanawiyah. To find out the relationship between X and Y variables, a correlation test was carried out using the SPSS 25 program, namely the Pearson correlation test which stated the correlation coefficient, the type of relationship between X and Y variables can be positive or negative. The test criteria are if the significance value < 0.05 means it is correlated, whereas if the significance value is > 0.05 it means it is not correlated. To find out the strength and weakness or the high and low numbers of the correlation coefficient, that is by using the interpretation of the correlation coefficient, as follows:

Table 9. Coefficient Value & Relationship Strength Level

Correlation Value	Relationship Level
0.000 – 0.199	Very low
0.200 – 0.399	Low
0.400 – 0.599	Currently
0.600 – 0.799	Strong
0.800 – 1.000	Very strong

The test results using SPSS 25 software can be seen in the table below:

Table 10. Correlation Coefficient Test Results

Correlations

		Kompetensi Tenaga Administrasi	Kinerja Tenaga Administrasi Madrasah
Kompetensi Tenaga Administrasi	Pearson Correlation	1	.888**
	Sig. (2-tailed)		.000
	N	25	25
Kinerja Tenaga Administrasi Madrasah	Pearson Correlation	.888**	1
	Sig. (2-tailed)	.000	
	N	25	25

**. Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS Software Output 25

Based on Table 10. Correlation Coefficient Test Results, a significant relationship value was obtained for the Competence of Administrative Personnel (X) with the Performance of Madrasah Administrative Personnel (Y) of 0.000. Where 0.000 <0.05, which means there is a correlation or relationship between the Competence of Administrative Personnel (X) and the Performance of Madrasah Administrative Personnel (Y). Furthermore, based on the results of the correlation coefficient obtained, it is equal to 0.888. The strength of the relationship between variables X and Y is in the range 0.800 – 1.000, which means that the relationship between Administrative Personnel Competence (X) and Madrasah Administrative Personnel Performance (Y) has a very strong relationship. The type of relationship between the Competency of Administrative Personnel (X) and the Performance of Madrasah Administrative Personnel (Y) leads to a positive relationship by looking at the Pearson correlation number, which is 0.888 with no negative sign (-) in that figure. So that the relationship between the two variables is unidirectional and means that the higher the Competence of Administrative Personnel (X), the higher the Performance of Madrasah Administrative Personnel (Y).

Discussion of Research Results
Administrative Staff Competency of Bekasi City Public Madrasah Tsanawiyah

To support good performance, competence is something that is absolutely necessary for administrative staff in educational institutions. Because, if the competencies possessed are not in accordance with their duties, the resulting performance will also not be as expected. Conversely, if the

competencies possessed are in accordance with the qualifications of their knowledge, it will support work performance(Rahmawati et al., 2021).

Then the results of statistical tests carried out on variable X regarding the Competence of Administrative Personnel at Madrasah Tsanawiyah Negeri Bekasi City obtained an average value of 4.43 which is included in the "Very High" category, because it is in the range 4.20 - 5.00. The average results are taken from five indicators, namely personality competence, social competence, technical competence, and managerial competence.

So it can be concluded that the competence of administrative staff at the Bekasi City Public Madrasah Tsanawiyah is very good. All competency components, starting from personal competence, social competence, technical competence, and managerial competence, are very good.

This is in line with the results of research conducted by Rio et al. (2021) entitled "The Influence of the Competence of Teaching Personnel on the Performance of Educational Staff at SMK Negeri 4 Kendari" which shows that some of the determinants of the performance of educational staff are the existence of adequate competence of the educational staff themselves. In other words, performance will be directly proportional to the competence possessed by an educational staff. This means that the better the competency possessed by an educational staff, the better the performance will be obtained. Conversely, the lower a person's competence, the lower the achievement of the performance he shows.

Administrative Personnel Performance of Bekasi City Public Madrasah Tsanawiyah

One of the factors in achieving educational goals is the performance of administrative staff. To achieve educational goals, it is hoped that all components that play an important role in schools/madrasas, one of which is administrative staff, are required to have good performance (Ratnasari et al., 2018). The performance of the administrative staff referred to in this study is the work achieved by the madrasa administrative staff in carrying out their main tasks and functions as school administration staff which are carried out optimally.

Then the results of statistical tests carried out on the Y variable regarding the Performance of Madrasah Administrative Staff at the Bekasi City State Madrasah Tsanawiyah obtained an average value of 4.46 which is included in the "Very High" category, because it is in the range of 4.20 - 5.00. The average results are taken from five indicators, namely the quantity of work achieved, the quality of work achieved, the time period for achieving these work

results, attendance and activities while present at work, and the ability to cooperate.

So it can be concluded that the performance of madrasa administrative staff at the Bekasi City Public Madrasah Tsanawiyah has been going very well. All aspects of performance such as the quantity of work achieved, the quality of work achieved, the timeframe for achieving these work results, attendance during attendance at work, and the ability to cooperate have gone very well.

This is in line with the results of research conducted byKartika & Sugiarto (2016) which shows that employees who have good performance will make it easier for the organization to achieve the goals set. Optimal performance of a function in an organization is largely determined by the characteristics and quality of the human resources involved in it. It also depends on the characteristics of the organization. Thus the characteristics of the organization, the characteristics of human resources and the performance of the implementation of organizational functions are interrelated matters. Mangkunegara (2002) states that one of the factors that influence a person's performance is ability which consists of potential abilities and reality abilities (knowledge and skills). According to Chetam and Chivers (1996).

Correlation between Administrative Personnel Competency and Administrative Personnel Performance at Bekasi City Public Madrasah Tsanawiyah

Competence with the performance of administrative staff has a close relationship and has a relationship and influences each other. For example, if all the competencies of administrative staff are good, then it will have an impact on the performance of school/madrasah administrative staff. Therefore, Moeheriono (2012:10) explained that if you want to have high performance, then the competencies possessed must be in accordance with the work.

Based on the results of statistical testing, it shows that the competence of administrative staff has a significant relationship to the performance of administrative staff at Madrasah Tsanawiyah Bekasi City, with a significance value of 0.000. Therefore 0.000 <0.05 means that there is a correlation or relationship between the competence of administrative staff and the performance of madrasa administrative staff. The results of calculating the correlation coefficient analysis obtained a value of 0.888. There is a strength level of "Very Strong" because it is in the range of 0.800 – 1.000, which means that the relationship between the competence of administrative staff and the performance of madrasa administrative staff has a very strong relationship. The type of relationship between the Competency of Administrative Personnel (X) and the Performance of Madrasah Administrative Personnel (Y) leads to a

positive relationship by looking at the Pearson correlation number, which is 0.888 with no negative sign (-) in that figure. So that the relationship between the two variables is unidirectional and means that the higher the competency of the administrative staff, the higher the performance of the madrasa administrative staff.

These findings support the opinion of Danim (2011:57)which states that performance can run well if administrative staff have met competency standards in accordance with government regulations stipulated in Permendiknas No. 24 of 2008, so that it can adjust to the competence of teachers and other education personnel. Therefore, based on this explanation it is clear that competence and performance have a relationship in improving the quality and quality of school/madrasah education.

CONCLUSION

The competence of administrative staff has a significant relationship to the performance of administrative staff at the Bekasi City Public Madrasah Tsanawiyah, with a significance value of 0.000. Therefore 0.000<0.05, which means that there is a significant correlation or relationship between the competence of administrative staff and the performance of madrasa administrative staff. So based on the calculations obtained, it can be concluded that H_a: accepted and H_o: rejected. This means that there is a significant and unidirectional (positive) relationship between the Competence of Administrative Personnel (X) and the Performance of Madrasah Administrative Personnel (Y).■

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