Social Capital-Based School Management to Improve Teacher Performance (In Terms of Personal Communication and Confidence)

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ABSTRACT

The purpose of this study is to portray the personal communication and self-confidence of teachers in schools using school management based on social capital that improves teacher performance. The research method used is to use qualitative research. The instrument used was the researcher himself. Analysis of the data used is to use data triangulation. The location of the study was MI in Brebes Regency. Taking samples by using purposive sampling. The sample of this study were 4 teachers in MI Brebes Regency. The results showed that personal communication and teacher confidence became the basis for the formation of social capital in school management based on social capital.

Keywords: *school management, social capital, teacher performance, personal communication and confidence*

1. INTRODUCTION

As social creatures, humans always want to connect with other humans. Humans want to know the surrounding environment, even want to know what is happening in him. This curiosity forces humans to communicate[1]. Communication is one of the most fundamental activities in human life. Human needs to relate to each other. In social life, people who have never communicated with others will undoubtedly be isolated from their community. The success and failure of a person to achieve something that is desired is determined by its communication skills. Communication is the initial capital owned by someone in human life as well as breathing. Throughout human life, humans always need communication to express the goals and objectives they want. When humans are wrong in terms of delivering the intention they want, it can be said that the human failed to communicate because one of the purposes of holding communication is an understanding between two or more people who are communicating[2].

Interpersonal communication as the sending of one's message and received by others with direct effects and feedback. explained that interpersonal communication takes place when the sender conveys information in the form of words to the recipient, using the medium of human voice (human voice)[3]. Interpersonal communication as a meeting between two, three people, or maybe four people, which occurs spontaneously and unstructured. Interpersonal communication is a process through which people create and manage their relationships, carry out mutual responsibility in creating meaning. People who lack confidence will tend to avoid communication situations whenever possible. He was afraid that people would ridicule him or blame him, in the discussion there would be more silence, in speech he would speak in pieces[4]. If examined further people experience anxiety communication will be very disturbed and sensitive to other people's assessment of him. The feeling of being threatened that he will be judged or responded to negatively has hampered his communication[5].

One of the determinants of successful communication is the confidence possessed by individuals. When someone has good self-esteem, it is expected that the person has good interpersonal communication skills. Confidence plays a role in encouraging and motivating individuals to react appropriately to the challenges and opportunities that come to them and to feel a variety of happiness in their lives. Self-confidence is one's belief in the aspects of their strengths and these beliefs make them feel able to achieve their goals in his life. This does not mean that the individual is capable and competent to do everything alone. High self-esteem actually only refers to the existence of several aspects of the individual's life where he feels he has competence, that is capable and believes that he can because it is supported by experience, actual potential, achievements and realistic expectations of oneself[6].

The power that drives a person to progress and develop and always improve themselves. Without confidence, a person will live in the shadow of another person. Someone will always be afraid of failure and something that is unknown so that makes someone dare not make the slightest change to get out of the habit, confidence from within some people is a challenge to think that can help push someone toward the future. Another opinion says that the overall evaluation or dimension of self is called self confidence[7].

Self-confidence is a belief in a person to be able to handle everything that is in front of him calmly. Confidence is a strong belief in yourself in the form of feelings and the assumption that he is in good condition so as to enable individuals to appear and behave with confidence. The results of research conducted on 4 schools. This study was conducted to determine whether there is a relationship between interpersonal communication skills in social capital management in MI. The results obtained have a significant relationship between interpersonal communication skills on academic achievement[4].

Significant relationship between communication skills and public speaking anxiety. Teacher communication skills in this low category have not yet reached the optimal level of communication skills, that is, a low ability to send messages or information accompanied by feedback so that individuals experience failure in conveying what is thought and thought[1].

2. METHODS

Interpersonal communication is defined by sending messages from one person and being received by others with direct effects and feedback. interpersonal communication (interpersonal communication) is communication that takes place in a face-to-face situation between two or more people, both in an organized manner and in a crowd of people. Furthermore, interpersonal communication is the process of exchanging information between a person and at least one other person or usually between two people who can be directly identified or direct communication. Based on the understanding of interpersonal communication above, it can be concluded that interpersonal communication is sending messages from the communicator to the communicant with effects and direct feedback by expressing and conveying the contents of the heart and being able to understand the contents of the heart and mind between the two. The higher the score is obtained, the better the interpersonal communication possessed by the teacher, conversely the higher the score obtained, the lower the teacher's interpersonal communication.

Confidence is a belief in a person to be able to handle everything that is in front of him calmly. Almost the same as before. A person's belief in all aspects of his strengths and beliefs make him feel able to achieve various goals in his life. Confidence is the most important milestone of an individual to achieve all the hopes, dreams and desires in his life. Based on the description above it can be concluded that self-confidence is a feeling in the form of

an individual's belief in his ability so that he is able to actualize these abilities until his life goals are achieved.

The research instrument is the researcher himself. The questionnaire was then distributed to the teacher. Research with secondary data and primary data. The use of population study techniques is due to the limited number of schools, which are 4 schools divided into 6 schools. The data analysis method used is secondary and primary data triangulation. The data analysis techniques were:
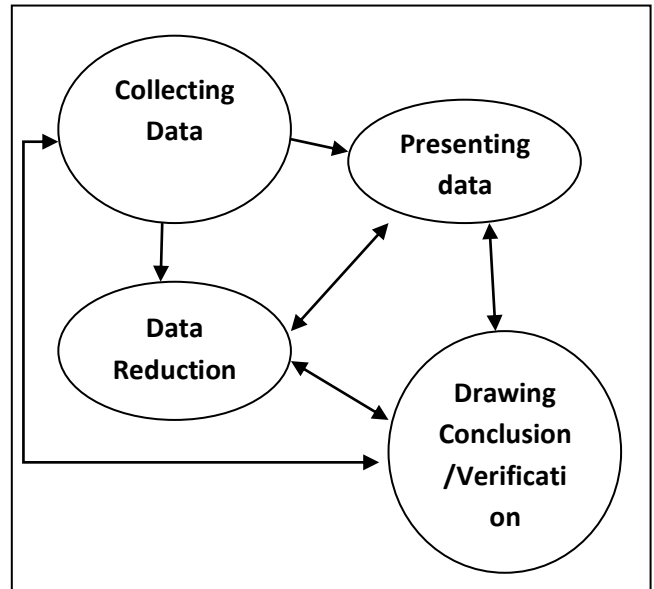

Figure 1 Data Analysis Technique

3. RESULTS AND DISCUSSION

This condition means that MI in Brebes basically describes that they have the same interpersonal communication. The fact is that interpersonal communication at MI in Brebes is the same, meaning that there is no higher or lower. It can be concluded that self-confidence is not the main determining factor that influences interpersonal communication for teachers at MI in Brebes.

High interpersonal communication to the teacher may be caused by other factors that influence the interpersonal communication. These factors include internal factors which include perceptions and self-concepts and external factors include interpersonal attraction, interpersonal relationships, interaction management, power of expression and orientation to others[8]. The factors that most closely affect interpersonal communication are self-concept, self-concept is a decisive factor in interpersonal communication, because everyone behaves wherever possible in accordance with his self-concept. If a teacher considers himself to be a diligent person, he will try to attend school regularly, take good notes, study the lesson seriously, so as to obtain good academic grades. If a girl feels herself as an attractive woman, she will try to dress as neatly as possible and use the right cosmetics. If someone feels lack of confidence, he will have difficulty communicating his ideas to people he respects, unable to

speak publicly, or hesitantly writing his thoughts on social media. So that the success of interpersonal communication depends a lot on the quality of each individual's self-concept[9].

Lack of influence on self-concept factors, one of which is the teacher's confidence in interpersonal communication because there are other factors that affect interpersonal communication more at MI in Brebes, namely including external factors including social attractions, interpersonal relationships, interaction management, power of expression and orientation to people other. Given that the human person is something unique with certain characteristics, just as adolescence is the time most influenced by the environment and peers. Teenager as a dynamic person, which means always changing and developing both because of his own personal influence or because of external factors, a person who not only reacts but also acts not only acts on me when there is a stimulus, but the person has his own free will so that one's personality is difficult to judge adequate. This might be a number of things that cause a significant absence of positive relationships[10].

Based on the results of preliminary research data obtained, interpersonal communication variables obtained Empirical Mean of 52.04 Mean Hypothetical of 45 and Hypothetic Standard Deviation of 9, where Me>Mh means that most MI MI students in Brebes have a tendency of moderate interpersonal communication. To further relate with confidence, the results of data analysis of confidence variables obtained Empirical Mean of 49.32 Mean Hypothetical of 60 and Hypothetical Standard Deviation of 12, where Me <Mh means that most MI MI students in Brebes have a level of self confidence is on.

In research on MI in Brebes, measuring constraints and weaknesses about the teacher's self-confidence was rarely studied by other researchers so that researchers had difficulty finding references about Teacher's confidence and institutional characteristics that are not the same. In the trial the measuring instrument was carried out outside the MI environment in Brebes which in fact the differences in the characteristics of the two institutions became an obstacle or weakness in this study. And at the time of research doing the distribution of items, some subjects who were given a scale came late, and when working on it is not uncommon for the subject to see the answer of his friend and also to joke with his friend. This has a weakness because the response given by the subject is not necessarily the real response[11].

Based on the results of research that there is no relationship between self-confidence with interpersonal communication. This means that the higher a person's confidence is not necessarily the better his interpersonal communication. Conversely, the lower the interpersonal communication a person is not necessarily the lower his confidence[12].

4. CONCLUSION

It is expected to be able to increase self-confidence with confidence in yourself, be able to act independently, and

have a positive assessment of yourself, because by armed with self-confidence can help the teacher in interpersonal communication with anyone without worrying. Educators have a very large contribution to their students. They become role models for all other teachers. It is hoped that teachers who have a background are able to set an example, provide encouragement and motivation to students to be able to develop their self-concept, especially self-confidence. Schools have a very important role in the development of adolescents because teachers tend to spend more time in school everyday compared to other places, thus schools should both teachers and school leaders can help in increasing confidence in each of their teachers who will later support teachers has the ability to interpersonal communication with various groups. Other researchers who are interested in continuing the research are expected to need more in-depth trials with larger samples for satisfying results, so they will get representative results, and are expected to see other factors that influence interpersonal communication besides self-confidence, namely: perception, interpersonal attraction , interpersonal relationships, interaction management, power of expression and orientation to others.

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