



Correlation between ability of communication, self-concept, and work commitment to determine the work effectiveness of school principals in drugs abuse prevention

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Abstract

The objective of this research is to study the correlation between the ability of communication, self-concept, and work commitment to work effectiveness of the school principals in drugs abuse prevention. The survey was conducted to high school principals in 92 secondary schools located at South Jakarta selected randomly.

The research reveals that there are definite correlations between; (1) the ability of communication to work effectiveness of the school principals ; (2) self-concept work effectiveness to the school principals; and (3) work commitment work effectiveness to the school principals. Further, there is a definite correlation between the ability of communication, self-concept and work commitment simultaneously with the to work effectiveness of principals in drugs abuse prevention at school.

Keywords: the ability of communication, self-concept, work commitment, principals, drugs

1. Introduction

Education is a critical aspect of building the nation's character building. Besides education has an essential function in preparing human resources that will be actors in the functioning of various spheres of life concerned. Therefore, one will have to do is to protect the school and students from a variety of dangers such as abuse of narcotics, psychotropic, and other addictive ingredients. Efforts could be made through drug prevention and eradication activities as well as development and community awareness of the school community, primarily through educational institutions such as schools. School and the school community should be protected from the influence of the dangers of drugs, because of the power and the threats of drugs will undermine and disrupt the smooth implementation of the process of education [1].

Based on the above background, it is interesting to make a study that examines some of the factors related to the duties of school heads that have a relationship with the prevention, reduction and drug abuse in schools. One aspect observed in this study involves the ability to communicate. The ability to communicate is the ability to convey ideas either orally or in writing. These capabilities will affect someone in the act or decide the duties and responsibilities. Someone who can communicate well has a good deterrent power also receive messages and reply with the right message [2]. Similarly, the principal, in carrying out his duties as a leader, the ability to communicate is fundamental to have. Excellent communication skills will lead to new ideas or the right ideas to create new policies and accurate in resolving a problem that occurs. Excellent communication skills will help facilitate the principal in conveying these ideas to other school communities. It also makes principals can quickly adapt to the

teachers, students, school committee even though the school janitor. Excellent communication skills will naturally increase the effectiveness of principals in achieving the goals of the school. The things mentioned above have been explained that the ability to communicate is very closely related to the efficacy of the work.

The concept itself is a factor to look at the thinking and acts of someone about something, how to act, behave and maturity of someone. Self- concept will shape the character and appearance or presence of a person, how an individual perceives that something will affect individual to do, face the problem and solve it [3]. The self-concept is crucial and affects a person acting in everyday life. If a leader can understand the concept of himself, then he can anticipate the behavior that will be undertaken and will be implemented. Therefore, a positive self-concept will be able to increase confidence in carrying out the work which in turn can improve performance. A good self-concept will make a person able to act efficiently and wisely in completing the task at hand. It shows that the concept of self dramatically affects the effectiveness of a leader.

Commitment is the primary or fundamental and backbone force in executing their tasks and responsibilities. Commitment makes a person have high motivation and can push to complete the task in realizing the objectives to be achieved. It also can cause someone works selflessly, consistent, consistent, sincere and love of his role. When someone has a high work commitment, it will make a person tenacious, determined, and look for the best way to complete the task, looking for an active approach in work. This means a commitment significantly affect the effectiveness of the work of a person [4].

The effectiveness of the work itself dramatically affects the

high-low quality of education that continues to face prosecution. In the era of globalization, education faces two charges, namely the public demand for the low quality of our education and not relevant to the requirements of the development of society.

The above description explains that the three variables, the ability to communicate, self-concept, and work commitments may affect the effectiveness of principals in developing and facing various problems in school, including drug abuse.

2. Materials and Methods

This research aims to get the data and information that is as accurate as possible as well as reliable on the relationship between 1) the ability to communicate with the effectiveness of principals in response to drugs in school, 2), the concept of self-principals with the effectiveness of principals in tackling drugs in school 3) work commitments principals with the effectiveness of principals in response to drugs in schools, and 4) the relationship between the ability to communicate, together with the concept of self, and commitment to work, with the effectiveness of principals in the prevention of drug abuse in school. This study aims to predict the magnitude of the contribution of each variable and together with drug abuse prevention in schools.

The population of this research is public and private high school in Jakarta. Researchers using cluster sampling when the object to be inspected or very comprehensive data source are clustered. The researchers took samples of public and private high school studies in the area of South Jakarta with an overall total sample of 62 high schools. The reason for choosing the sample in South Jakarta is because the area is easily accessible to researchers. Also, the data revealed the cases of drug abuse are mostly in South Jakarta. Researchers also assume that the South Jakarta area is a strategic area for the users and a lot of places that can be used as a hideaway that is not suspected by many people.

3. Results & Discussion

The teachers of listed organizations were asked to participate in the survey by responding their opinions for four different measures in communication ability, self-concept, commitment and principal's effectiveness in managing drug abuse prevention. The linearity test is performed with *F-test*. Data is linear as the value of each variable is below the critical value for *F-test*.

Tabel 1: Summary of linearity test

	F_{test}	F_{table}	Condition	Conclusion
X ₁ * Y	1.336	2.30	F _{test} < F _{table}	Linear
X ₂ * Y	0.686	2.30	F _{test} < F _{table}	Linear
X ₃ * Y	0.926	2.30	F _{test} < F _{table}	Linear

Table 2: Hypothesis testing and coefficient of correlation of communication ability (X₁) to principal's effectiveness (Y)

Observation	R	R²	t_{-test}	t_{-table α}	Conclusion
n	r _{x1}	r ² _{x1}	t _{x1}	0.05	
62	0.278	0.077	2.114	2.00	Significant

The coefficient of correlation (r_{x1}) = 0.278 indicates a moderate positive relationship between communication ability to principal's effectiveness in managing drug abuse prevention. The coefficient of determination (r²_{x1}) = 0.077 means that contribution of communication ability to principal's effectiveness in controlling drug abuse prevention is only 0.77 %. T_{-test} = 2.114 is above critical value where t_{-table} for α =0.05 is 2.00 indicating that there is a definite significant relation between communication ability (X₁) to principal's effectiveness (Y) in managing drug abuse prevention.

Table 3: Hypothesis testing and coefficient of correlation of self-concept (X₂) to principal's effectiveness (Y)

Observation	R	R²	t_{-test}	t_{-table α}	Conclusion
n	r _{x2}	r ² _{x1}	t _{x2}	0.05	
62	0.282	0.079	2.276	2.00	Significant

The coefficient of correlation (r_{x2}) = 0.282 indicates a moderate positive relationship between self-concept to principal's effectiveness in managing drug abuse prevention. The coefficient of determination (r²_{x2}) = 0.079 means that contribution of self-concept to principal's effectiveness in achieving drug abuse prevention is only 0.79 %. T_{-test} = 2.276 is above critical value where t_{-table} for α =0.05 is 2.00 indicating that there is a definite significant relation between self-concept (X₂) to principal's effectiveness (Y) in managing drug abuse prevention.

Table 4: Hypothesis testing and coefficient of correlation of commitment (X₃) to principal's effectiveness (Y)

Observation	R	R²	t_{-test}	t_{-table α}	Conclusion
n	r _{x3}	r ² _{x3}	t _{x3}	0.05	
62	0.804	0.646	9.364	2.00	Significant

The coefficient of correlation (r_{x3}) = 0.804 indicates a strong positive relationship between self-concept to principal's effectiveness in managing drug abuse prevention. The coefficient of determination (r²_{x3}) = 0.646 means that contribution of commitment to principal's efficiency in managing drug abuse prevention is 0.79 %. T_{-test} = 9.364b is above critical value where t_{-table} for α =0.05 is 2.00 indicating that there is a significant positive relation between commitment (X³) to principal's effectiveness (Y) in managing drug abuse prevention.

Table 5: Multiple regression analysis summaries

Model	β	R	R²	F_{-test}	F_{-table α=0,05}	Conclusion
				43.246	2.76	
Constant	-43.541					
Communication Ability	0.179					Significant
Self-Concept	0.386	0.831	0.690			
Commitment	0.888					

Tables 5 show the results of multiple regression analysis. The table reports a significant F statistic, indicating that the model has strong prediction strength ($F = 43.246 > 2.76$). As further shown in Table 5, all variables altogether are strongly correlated to principal's effectiveness in managing drug abuse prevention as demonstrated by the coefficient of correlation = 0.831 indicating 69 % of the variation in the determination of principal's effectiveness in controlling drug abuse prevention is explained by the model ($R \text{ Square} = 0.690$).

The model derives the following equation:

$$Y = -43.541 + 0.179X_1 + 0.386X_2 + 0.888X_3$$

Observing the value of regression coefficient from the highest to the lowest, this model confirms that commitment (X_3) as the most dominant variable in determining principal's effectiveness in managing drug abuse prevention followed by self-concept (X_2) and communication ability (X_1). The three independent variables contributing to the effectiveness of principals in the fight against drug abuse in schools amounts to 69 %.

Based on the results obtained from this study, it can put forward some implications as follows:

First, there is a positive and significant relationship between the ability to communicate to the effectiveness of principals in the fight against drug abuse in schools. This shows that the better the ability to communicate the principal, the better the effectiveness of the work, where this is done by examining the effectiveness of principals in the fight against drug abuse in schools, and vice versa. If the principal's ability to communicate is weak, then the effectiveness of the principal is also not optimal. In other words, an increase in the ability to communicate the principal is indispensable to improve and optimize the effectiveness of principals in making all efforts in schools, especially efforts to combat drug abuse.

Increased ability to communicate can be obtained by improving the ability to convey ideas, the same perception of the listener to achieve the accuracy of the message received by the other party, controls and through the communications media, and to receive feedback given from the person you're talking to the ideas presented.

Second, there is a definite and significant relationship between self-concept and effectiveness of principals in the fight against drug abuse in schools. It shows the self-concept of the principal affects the effectiveness of principals in making all his efforts. The effect can be explained if the concept of self-concept by the head of the school is right, then the effectiveness of the principal will be good. Conversely, if the self-concept of a school principal is not good, then the effectiveness of the principal will not be optimal. It can be further explained that the concept of a person affects the way people do something. In other words, the self-concept of principals were both very influential on how to view and to behave in improving the effectiveness of work to improve the quality of education in schools and to create a conducive school climate. Helpful and safe school can be obtained by working on the prevention of drug abuse in schools.

Therefore, to obtain a good self-concept, one must strike a balance between internal and external dimensions dimension that is in him. Internal dimensions are marked by indicators of self-identity, self-actors, and self-assessors, whereas the outer aspect is characterized by a self-indicator of moral ethics, self, and social self.

Third, there is a definite and significant correlation between job commitment to the effectiveness of principals in the fight against drug abuse in schools. These results suggest that changes in work commitments will be followed by work effectiveness. The switch can be explained if a work commitment is high, the effectiveness of the work will also be increased. Otherwise, if work commitments are decreased / lower, the effectiveness of the work will also be low. In this study, the work commitments of the principal affect the effectiveness of principals in the fight against drug abuse in schools. The work commitment can be marked by several indicators, namely the love of role, the belief in the mission and goals that were assigned to him, bound to maintain the proper name of its position, the response to the challenges that exist, and sincerity in performing duties^[5].

4. Conclusions

Efforts to overcome drug abuse become important because the condition is already very apprehensive happened in the education environment. Therefore, to increase the effectiveness of the principal's work on these matters are the following:

First, the principal must improve the communication skills characterized by an improvement in the ability to convey ideas so that the message transmitted can be accepted by others (communicant) with the same intent. Also, the principal must also be able to master the communication media (both orally and in writing) and ready to reflect back the message delivered through feedback obtained. By increasing the ability to communicate, the process of message transmission can be more optimal so that by itself will facilitate the effectiveness of the principal's work.

Secondly, a positive self-concept is entirely owned by a leader, including the principal, because a positive self-concept makes one able to think logically and objectively, make decisions carefully, and respond to everything positively as well. Principals need to have a positive self-concept that can be obtained in various ways, among others, by attending self-development training both formally and informally.

Third, the increase of work effectiveness can be obtained by having a high work commitment. This means that the principal must have a passion for the role, loyalty, and confidence in duties as well as responsibilities and also an educator so that the principal has the attachment and care to keep the name of the role held.

5. References

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