PROCEEDINGS
AISTEEL 2017
THE 2ND ANNUAL INTERNATIONAL SEMINAR ON TRANSFORMATIVE EDUCATION AND EDUCATIONAL LEADERSHIP

Educational Research to Endorse Productive and Innovative Generation in the 21st Century

16-17 October 2017
Ball Room Grand Mercure Hotel, Medan - Indonesia

Organized by:
Post Graduate School
State University of Medan
North Sumatera, Indonesia

Supported and Coordinated by:
Indexing By:

ISSN: 2548 - 4613
Vol. 2, December 2017
Proceedings of The 2nd Annual International Seminar on Transformative Education and Educational Leadership (AISTEEL 2017)

“Educational Research to Endorse Productive and Innovation Generation in The 21th Century”

Grand Mercure Hotel, Medan City, North Sumatera, Indonesia
October 16-17, 2017

Editorial Board

Editorial-in-Chief
Dr. Juniastel Rajagukguk, M.Si (State University of Medan, Unimed)

Deputy Editor
Dr. Saronom Silaban, M.Pd (State University of Medan, Unimed)

International Advisory Board / Scientific Committee
Prof. Dr. Kala Saravanamuthu (University of Newcastle, Australia)
Prof. Arjen EJ Wals (University of Gothenburg, Sweden)
Prof. Dr. Bornok Sinaga, M.Pd (Unimed, Indonesia)
Prof. Dr. Aytekin Isman (Sakarya University, Turkey)
Prof. Peter Charles Taylor, Ph.D., Med., B.Sc., Dip.Ed (Murdoch University, Australia)
Prof. Dr. Mukhlas Samani, Ph.D (Indonesia)
Prof. Dr. Jailani bin Md. Yunos (University Tun Hussein on Malaysia)
Prof. Dr. Nurahimah Mohd. Yusuf (UTM, Malaysia)
Assoc. Prof. Dr Pedro Isaiaas (University of Queensland, Australia)
Assoc. Prof. Elisabeth Taylor, Ph.D (Murdoch University, Australia)
Dr. Bambang Sumintono, M.Ed (Universiti Malaya, Malaysia)
Dr. Isma Widyaty, M.Pd (UPI, Indonesia)
Prof. Dr. Syahrul R, M.Pd (UNP, Indonesia)
Prof. Amrin Saragih, MA., Ph.D (Unimed, Indonesia)
Assoc. Prof. Ade Gafar Abdullah, M.Si (Universitas Pendidikan Indonesia)
Eng. Asep Bayu Dani Nandiyanto (Universitas Pendidikan Indonesia)
Prof. Dr. Hartono, M.Pd (Universitas Negeri Semarang)

Please cite the proceeding as “Proceeding of the First Annual International Seminar on Transformative Education and Educational Leadership Vol. 2” with the following abbreviation: Proc. Aist., 2
Preface

The 2nd Annual International Seminar on Transformative Education and Educational Leadership (AISTEEL with web link is http://aisteel2017.unimed.ac.id/) was held on October 16-17, 2017 in Medan City, Indonesia. This conference was organized by Postgraduate School, State University of Medan (Unimed) and is the routine agenda at Unimed now. The Second Annual International Seminar on Transformative Education and Educational Leadership’ is realized this year with various presenters, researchers, lecturers and students from universities both in and out of North Sumatera participate in the theme of which is “Educational Research to Endorse Productive and Innovative Generation in the 21st Century.”

2nd AISTEEL is the annual international seminar with main aim is to discuss of recent research special for Transformative Education and Education Leadership. Several topics like: Teachers Education Model, Research Global Issue in Education, Mathematics and Science Education, Social, Language Education, Vocational Education, Curriculum, Economic, History and Management Education have been discussed at the 2nd AISTEEL 2017. 2nd AISTEEL international seminar provided experts’ view on transformative education and educational leadership as well as curriculum article presentation. There were five keynote speakers have been came Professor Keiichiro Yoshinaga, Dr. Bambang Sumintono, Dr. Sitti Maesuri Patahuddin, and Dr. Yulia Rahmawaty. The organizer had been use online submission system to receive all abstract, full paper and also communication with authors. All of information include with comment of reviewer can be cheked real time by author.

Chairperson

Dr. Rahmad Husein, M.Ed
Welcoming Speech of Director of Postgraduate School State University of Medan

The Second Annual International Seminar on Transformative Education and Educational Leadership (AISTEEL)

The honorable,
- Rector of State University of Medan, Prof. Dr. Syawal Gultom, M.Pd.
- Vice Rectors of UNIMED
  - Professor Keiichiro Yoshinaga, PhD, Institute of Liberal Arts and Science, Kanazawa University – Japan
  - Dr. Bambang Sumintono, M.Ed., University Malaya – Malaysia
  - Dr. Sitti Maesuri Patahuddin, Faculty of Education, Science, Technology and Mathematics, University of Canberra – Australia
  - Yuli Rahmawati, Chemistry Education Program, Universitas Negeri Jakarta
- Deans of Faculties of Education, Languages and Arts, Social Sciences, Natural Sciences and Mathematics, Engineering, Sports Sciences, and Economics
- Vice Directors of Postgraduate School of UNIMED
- All speakers, lecturers, researchers, students, and participants

Good Morning

Welcome the honorable guests speakers Professor Keiichiro Yoshinaga, Dr. Bambang Sumintono, Dr. Sitti Maesuri Patahuddin, Assoc. Prof. Emilia Zulmira de FAN, and other speakers, lecturers and students from outside and inside Unimed to this international seminar which is the routine agenda at Postgraduate program of Unimed now. I’m glad that ‘The Second Annual International Seminar on Transformative Education and Educational Leadership’ is realized this year with various presenters, lecturers and students from universities both in and out of North Sumatera and participate in the theme of which is “Educational Research to Endorse Productive and Innovative Generation in the 21st Century.”

Ladies and Gentlemen,

In this second seminar exels the first one related to the administration by online and the publication index by either Thomson Reuters or Google Scholar. By the new policy on student’s publication, postgraduate program really matches the system, particularly for the students who will sit in the oral defence examination. Through the seminar, the postgraduate students improve their article journal writing and it is proved by many articles are submitted by the students.

The plenary speakers coming from 15 provinces in Indonesia will present topics covering multi disciplines. They will contribute a lot of inspiring inputs and new knowledge on current trending educational research topics all over the world. The expectation is that all potential lecturers will share their research findings to educational scientists and researchers as well for improving their teaching process and quality. Thus, this will contribute to the next young generation researchers to produce innovative research findings in education and educational leadership contexts.

This second seminar continues the promotion of the first sequel ‘Developing Future Teachers’ Education Model. Therefore, the propose of this second seminar on the transformative education and educational leadership research will trigger the young professional lecturers and educators to compete in the invention of innovative educational teaching and learning strategies, techniques and leadership.

I hope that the scientific attitude and skills through research will promote Unimed to be a well-known university which persists to be developed and excelled in the future.

Thank you the Rector of Unimed who always supports us in organizing the seminar. Thank you all guest and plenary speakers. Special thanks to both steering and organizing committee who have well-coordinated and colaborated in actualizing the seminar.

Director of Postgraduate Unimed

Prof. Dr. Bornok Sinaga, M.Pd
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Effect of Using Collaborative Learning Strategy on The Student’s Achievement in Writing Descriptive Text</td>
<td>1</td>
</tr>
<tr>
<td>Nursyah Handayani</td>
<td></td>
</tr>
<tr>
<td>The Development of Multicultural Based Teaching Materials on the Observation Report Text for Senior High School Student</td>
<td>5</td>
</tr>
<tr>
<td>Nurhasanah Permata Sari Sembiring, Khairil Ansari, Mutsyuhiito Solin</td>
<td></td>
</tr>
<tr>
<td>The Power Behind Advertisement</td>
<td>10</td>
</tr>
<tr>
<td>Endang Larasati</td>
<td></td>
</tr>
<tr>
<td>The Effect of Using Audio Visual Media on Student’s Vocabulary Mastery</td>
<td>13</td>
</tr>
<tr>
<td>Resti Citra Dewi</td>
<td></td>
</tr>
<tr>
<td>Ideational Taxonomic Relation of Hata Pangupa in Tapanuli Selatan Wedding Ceremony</td>
<td>17</td>
</tr>
<tr>
<td>Mutia Nasution</td>
<td></td>
</tr>
<tr>
<td>Pal’s Leadership Style and Teacher’s Performance of Islamic Junior High State School (MTsN) Hamparan Perak Deliserdang Distric</td>
<td>21</td>
</tr>
<tr>
<td>Nurmalu, Maria Ulfa Handayani, Denny Khairani, Desi Prawita</td>
<td></td>
</tr>
<tr>
<td>The Influence of Work Motivation on Teacher’s Job Performance of Vocational High School in Medan</td>
<td>24</td>
</tr>
<tr>
<td>Darmawati, Sri Melfayetti, Selamat Triono Ahmad</td>
<td></td>
</tr>
<tr>
<td>Error Analysis by Using Tenses of Senior High School</td>
<td>28</td>
</tr>
<tr>
<td>Hariyanto</td>
<td></td>
</tr>
<tr>
<td>The Traditional Custom and Ceremonial Tradition in Suku Anak Dalam Language</td>
<td>32</td>
</tr>
<tr>
<td>Putri Ayu Lestari</td>
<td></td>
</tr>
<tr>
<td>The Impact of Internet Marketing on Success of Women Micro, Small and Medium Enterprises Innovation as Intervening Variable</td>
<td>36</td>
</tr>
<tr>
<td>Fivi Rahmatus Sofiyah, Ami Dilham</td>
<td></td>
</tr>
<tr>
<td>The Effect of Cooperative Integrated Reading and Composition (CIRC) Technique on Students Reading Comprehension</td>
<td>40</td>
</tr>
<tr>
<td>Linda Efrina Nasution</td>
<td></td>
</tr>
<tr>
<td>Translation Shifts in Translating Didong from Gayonese in to Bahasa Indonesia</td>
<td>44</td>
</tr>
<tr>
<td>Wike Yurida</td>
<td></td>
</tr>
<tr>
<td>The Effect of Team Assisted Individualization (TAI) Strategy on Student’s Reading Comprehension</td>
<td>48</td>
</tr>
<tr>
<td>Khairuni Syafiri</td>
<td></td>
</tr>
<tr>
<td>The Effect of Organizational Culture on Working Disciplines of Madrasah Ibtidaiyah Head Master in Deliserdang</td>
<td>53</td>
</tr>
<tr>
<td>Muhammad Rifai'i, Syafaruddin Siahaan, Siman Nurhadi</td>
<td></td>
</tr>
<tr>
<td>Student’s Achievement on Reading Comprehension in Narrative Text by Using Think Pair Share Technique (TPS) at SMPN 1 Lubuk Pakam</td>
<td>58</td>
</tr>
<tr>
<td>Eprimya Lestari Hutabarat</td>
<td></td>
</tr>
<tr>
<td>Ideational Taxonomic Relations of Hobar on Parpokatan Orja of South Tapanuli</td>
<td>63</td>
</tr>
<tr>
<td>Novria Grahumayunari</td>
<td></td>
</tr>
<tr>
<td>The Effect of Using Task Based Learning Method on the Student’s Achievement in Reading Comprehension</td>
<td>69</td>
</tr>
<tr>
<td>Nilam Ulami Siregar</td>
<td></td>
</tr>
<tr>
<td>Relationship of Initiation Structure and Consideration with Effectiveness Leadership</td>
<td>72</td>
</tr>
<tr>
<td>Wanti Simanjuntak, Syaiful Sagala</td>
<td></td>
</tr>
<tr>
<td>The Effect of Storytelling Method on Students Writing Narrative Text Ability at the Eleventh Grade Students of MAN Panyabungan</td>
<td>77</td>
</tr>
<tr>
<td>Armita Novriana Rambe</td>
<td></td>
</tr>
</tbody>
</table>
The Implementation of Curriculum 2013 in Vocational High School 4 Takengon ................................. 80
Zainal Arifin, Herbert C.B. Manalu, Rini Deliana, Fitri Ariyanti

The Difference of Mathematical Problem Solving Ability by Using Student Teams Achievement Division (STAD) and Direct Instruction on System Linear Equation Two Variable in Grade VIII SMP Negeri 11 Medan .................................................. 84
Faradilla Bafaqih, Cecep Nandar

The Influence of Problem-Based Learning and Every One is A Teacher Here Models on Higher Order Thinking Skills in Environmental Pollution Topics .................................................. 89
Kurnia Putra, Hasruddin, Ahmad Rafiqi Tantawi

The Effect of Applying Task Based Learning (TBL) Approach on The Student’s Ability in Writing Descriptive Paragraph .................................................................................. 94
Vijay Khana

Teacher’s Language Style in English Course Class ........................................................................ 98
Dyan Yosephin Hutagalung

Differences Between Students Mark Taught With Co-Operative Learning Model Type TGT With Guess The Words Media Compared With Students Mark Taught With Co-Operative Learning Models With Words Square Media in Hydrocarbon Subject ............................................. 101
Harrun Siregar, Gulmah Sugiharti

Language Used by Male and Female of Darul Ilmi Murni .................................................................... 107
Syakri Hidayati

The Use of Journal Writing in Improving Student’s Writing Skill of Recount Text ............................ 110
Muhammad Ilham Adha

Teacher and Student Perceptions Toward Practical Implementation Obstacles at Learning Chemistry 114
Sepra Pajar, Ramlan Silaban, Zainuddin Muchtar

The Analysis of the Implementation and Problems of Lab Work on Chemistry Learning .................. 120
Elvira Lastri, Iis Siti Jahro, Marham Sitorus

The Implementation of Using Library Card and ICT Based Library Service System in Increasing Reading Interest of Primary School Students at Tanjung Gading of Batu Bara Regency ............................... 125
Suci Amalia, Asih Menanti

Project Based Learning Tools Development on Alcohol and Ether Materials at Natural Science Faculty State University of Medan ................................................................. 132
Nadia Armina Ramad, Jamalam Purba

The Development of Teaching Material to Write Explanation Text Based on Mind Map .................... 138
Pienti Mala Ningsih Manalu, Biner Ambarita, Rosmawaty Harahap

Improvement of Student Learning Outcome Using Model of Collaborative Based Lesson Study with Student’s Worksheet on Materials Hydrolisis ......................................................... 141
Agus Muliroman, Laila Majnun Hutagalool

The Application of Comic Learning Media to Improve Student’s Achievement on Reduction and Oxidation Reaction Topic ................................................................. 146
Anggi Desviana Siregar, Rini, Herdini

The Application of Cooperative Learning Round Robin to Improves Student Learning Achievement on the Subject of Electrolyte-Nonelectrolyte and Redoxin Class X SMAN 1 Seberida ......................... 150
Nora Santi, Betty Holiwarni, Johni Azmi

The Effect of Combination Cooperative Learning Models Toward Learning Result .......................... 154
Sapnita Idamarna Daulay

The Maintenance of Hokkien Among Chinese Speakers in Stabat .................................................. 159
Widya Ningsih

Effect of Blended Learning Model and Learning Style to Civic Education Learning Results in Class VII in Junior High School Panca Budi Medan ....................................................... 164
Mudina Qudsia Labis, Reh Bungana Br.Perangin-angin, Mursid

EFL Student’s Uses of Um as Fillers in Speaking ............................................................................... 169
Eka Riana
The Influence of Role Playing Method and Self Concept of Social Skills of 5-6 Years Old Child
Rabiah Hanum Hasibuan, Anita Yoo, Yusnadi

The Effect of Learning Approach and Personality Type Towards Learning Outcomes
Dvy Dinda Sari, Juluga Situmorang, Busmin Gurning

The Effect of Learning Models and Critical Thinking Skills on Social Science Learning Outcomes
Juriah Siregar, Juluga Situmorang, Baharuddin

The Effect of Suggested Method on Student’s Achievement in Vocabulary
Heppy Yersin Dita Purba

Application of Active Learning Strategy Type Everyone is A Teacher Here (ETH) to Increase Student Activity and Learning Outcomes in Chemistry on Salt Hydrolysis
Wilda Fajrinai, Darra Latari Ningsih, Sri Adetila Sari, Habibati

The Effect of Learning Strategy and Type of Personality on Student’s Achievement in Economic Science
Dewi Shara Dalimunthe

Development of Learning Tools Based on Realistic Mathematics Education of Ethnomathematics Nuances to Improve Mathematical Communication Skill Students in Junior High School 2 Percut
Ririz Janiah, Edi Syahputra, Kms. M. Amin Fauzi

The Impact of Cooperative Learning Strategy and Learning Interest Toward the Learning Result of Second Year of Senior High School Students in 2016/2017
Riswan Sianturi, Abdul Mutu Sibuea, Edward Purba

The Development of Flash Program as a Media of Chemistry Learning on Chemical Equilibrium
Lenni Khotimah Harahap, Albinus Situlahi, Us Siti Jafri

The Ethnic Mindalaining Tradition of Courtship (Markusip) and Revitalization Efforts in the Formation of the Character Youth
Riadi Syafatika Siregar, Ratih Baiduri, Robert Sibarani

The Effect of Education on Unemployment Rate in Indonesia
Rahmat Putra Ahmad Hasibuan, Dede Rulsan, Fitrawaty

Development of Explanatory Text Materials Based on Problem Solving in Senior High School
Tiarma Nova Intan Malasari, Biner Ambarita, Malan Lubis

Learning Model of Strengthening Vocational Life Skills With Enterpreneurship Knowledge to Improve Student Learning Outcomes
Husni Wardi Tanjung

A Critical Discourse Analysis Wardah Halal Beauty Advertisements
Ayu Lestari Siregar, Mei Lastri E.F. Butar-Butar

Influence of Creative Problem Solving (CPS) Mathematics Learning Model to Mathematical Problem Solving and Self Efficacy Students of SMA Negeri 3 Binjai
Nurcahaya Hutakos, Martua Manullang, Ani Minarni

Differences in Mathematics Problems Solving Students With Implementing Learning Model Think Pair Square and Group Investigation in Junior High Schools
Abdul Halim, Eddy Surya

The Acquisition of Nouns and Verbs of Mandailingnese by Two-Year-Old Mandailing Children
Marwah, Amrin Saragih, Sri Minda Murni

Utilization of ICT Learning in Senior High School Teladan Medan

Tengku Salwa Miranti

The Effect of Cooperative Learning Model Based Interactive Media and Interpersonal Communication on Student’s Achievement
Catur Ayu Wulandiri, Efendi Napitupula, Keysar Panjaitan

Developing of Learning Material Based on Problem Based Learning to Increase Student’s Mathematical Reasoning Ability and Self-Efficacy in Grade X SMA Negeri 1 Medan
Anggi Paramita Daulay, Dian Armaunto, Waminton R

vi
Efforts to Increase A Motivation to Learning Math Using “Program” Learning Model
Linda Sari, Edi Syahputra

The Effort of Improving Mathematics Learning Outcome on Quadrilateral and Triangle Matter by Using Gradually Exercise Strategy with The Assistance of Image Media
Ady Putra, KMS. Muhammad Amin Fauzi, Yulita Moliq

The Difference on Students’ Mathematical Creative Thinking Ability Between Realistic Approach with Conventional in The State Madrasah Tsanawiyah 2 of Medan
Siska Lestari, Zul Amry, Hasratuddin

Developing Learning Materials Using Realistic Mathematics Education to Increase Junior High School Students’ Mathematical Disposition and Connection Ability
Syu’aida Hazar Nasution, Izwita Dewi, E.Elvis Napitupulu

Developing Learning Materials Using Problem Based Learning to Increase Senior High School Student’s Mathematical Disposition and Representation Ability
Dewi Khairani, Mulyono, Izwita Dewi

The Effect of Question Students Have Strategy on The Result of Students Learning in Mathematics
Yuliani Aroan, Edi Syahputra

Analysis of Academic Supervision Competence and Managerial Supervision in Improving the Performance of Vocational High School Supervisors in Langsa City
Muhammad Hendra, Saut Purba, Mian Siuhaan

The Use in Active Learning Strategy of Learning Starts with a Question Type in the Mathematics Learning
Jeni Putria Efij, Ani Minami, Pardomuan Sitompul

Improving the Ability to Learn Math by Using Rubu’ al-Mujayyab Media
Muhammad Hidayat, Edi Syahputra, E.Elvis Napitupulu

The Impact of Education Cost and Government Spending the Interest Rate of Bank Indonesia
Julika Rahma Siagian, Dede Ruslan, Arwansyah

The Implementation of Problem Based Learning Models to Improve Mathematical Problem Solving Ability of Students on Arithmetic Materials in Class VII Junior High School
Elidar Tanjung, Izwita Dewi, Mulyono

The Effect of Learning Strategies to Trial By Jury in Participationt Mathematics Learning Student of Junior High School
Ricka Putra Rahaya, Ani Minami, Zul Amry

The Differences Between The Effect of Realistic Mathematics Learning Approach to Conventional Learning with The Students Mathematics Learning Outcomes in Junior High School of 38 Medan Grade VII
Diah Ari Saputri, Syafari

The Effect of Value National Exam Standards at Learning Achievement of Students at Senior High School
Nurdiana Fahmi, Bornok Sinaga, W. Rajagukguk

The Effect of Open Unemployment Rate and Level of Vocational High Education to Poverty in North Sumatera Province
Zulaili, Indra Maiipta

The Application of Cooperative Learning of Think-Pair-Share (TPS) Type to Increase the Students’ Ability of Problem-Solving
Madriqah Fadhilah Siregar, Zul Amry, Syafari

The Relationship Between Metacognitive With the Results of Learning Outcomes on the Fungi Topic
Elizabeth, Herbert Sipahutar, Syahmi Edi

Comparison of DNA Isolation Methods from Economically Valuable Plants in Indonesia
Chairiyani Riza, Faiziyah Harahap, Syahmi Edi

Development of Learning Device Based on Realistic Approach to Improve Problem Solving Ability Mathematic of Student at Junior High School
Susanna Romaria Harahap
Efforts to Improve Understanding and Use Concept of Additive Fractions and Reduction Using Media Comics on Model Cooperative Learning Type Student Team Achievement Division (STAD)........................................Ratu Natalia Perangin-angin, Sahat Siahaan..........................................................339
The Effect of Cooperative Learning Type Games Teams Tournament (TGT) of Mathematics Learning Outcomes in the Fractions Matter.................................................................................................................Ansori Hasibuan, Asmin Panjaitan, Asrin Lubis..........................................................342
Development of Authentic Mathematic Exercise in Application of Problem Based Learning Model to Improve Problem Solving Ability and Understanding of Student Mathematics Concept at Namorambe Secondary Private Middle School Junior High...........................................Kartika Sari, Asmin, Bornok Sinaga....................................................................................347
The Increasing of Student’s Mathematics Problem Solving Ability and Learning Motivation Through Problem Based Learning Model..........................................................................................................................Ridha Maulida..........................................................351
Dialect of Batak Language Used by Senior High School Students’..........................................................Rafika Nur Rahman..........................................................358
The Effectiveness of Tandur Method of Improving Students’ Learning Ability in Junior High School. Rahmatul Islam Elmujahidah, Mulyono, H. Banjarnahor..........................................................362
The Effect of Reciprocal Teaching Approach to Student Achievement on Ecosystem Topic in Junior High School..........................................................................................................................Nilawati, Nurtika Dewi..........................................................365
Improvement of Student Learning Result by Using Cooperative Learning Model of Teams Games Tournament Type on Algebra Function Limit...........................................................................................................Rismalyah Manalu, E. Elvis Napitupulu, Martua Manullang..........................................................367
Noun Phrase of Culture Articles in The Jakarta Post......................................................................................................................Misidiana..........................................................371
Application of Co-operative Learning Model Type Think Pair Share for Improved Communication..........................................................................................................................Nurhasanah..........................................................374
Implementation Model of School Policy in Constructing Behavior of Troubled Students.....................Khairtati Purnama Nasution, H. Syaiful Sagala..........................................................378
Efforts to Improving Creativity and Mathematics Learning Outcomes of Students With SPLET Strategy..........................................................................................................................Antoni..........................................................382
The Influence of Physical Education in Establishment of Self Esteem..........................................................Yustinus Tarigan, Tarsyat Nugraha..........................................................386
The Improvement of Dance Art Learning Achievement for Deaf Students Through Total Communication Application (Gesture/Signal) in Sekolah Luar Biasa (SLB) - E Negeri Pembina Tingkat Provinsi Sumatera Utara...........................................................................................................Siti Maryam..........................................................390
Innovation of Media Video Compact Disc Instructional Pencak Silat for High School..............................Marli Perangin-angin, Imran Akhmad, Agung Sunarno..........................................................393
Achievement Strategy of the Indonesian National Qualification Framework Based Curriculum Generic Description of Sport Education Postgraduate Program Universitas Negeri Medan..........................................................Muhammad Supriadi Siregar, Nurhayati Simatupang, Albadi Sinulingga..........................................................397
The Effect of Teaching Styles and Motor Ability as The Result of Study Dribbling Football.................................Muhammad Fajar Doli Siregar..........................................................401
Semantic Analysis of English Loan Words in Indonesian Electronic Paper (Analisa).................................Putri Nurul Rahmadani Siregar..........................................................404
Analysis of Empowerment of Competence Sinergity on Optimization of Education System......................Rameyanti Tampubolon..........................................................408
Inquiry-Based Video Learning Media For Overcoming Student Learning Difficulty (Case Study at State Junior High School 3 Lubuk Pakam Deliserdang District)..............................................................................................................................................Megawati..........................................................412
The Development of Mathematics learning Tool Oriented on Problem Based Learning to Enhance Mathematics Problem Solving Ability and Self Efficacy
Solawati Nainggolan, Mulyono, Hasratuddin

The Effectiveness of Contextual Inquiry-Based Worksheet on the Matter of Fungi on Food Towards Students’ Higher-Order Thinking and Science Process Skills of Biology Education
Nurjamiah Siregar, Hasruddin, Syahmi Edi

The Function of Limits Mastery on Mathematics Learning Achievement in Derivative Subject at the Eleventh Grade of Madrasah Aliyah Yayasan Pendidikan Karya Setia Padangsidimpuan
Hasna Dewi Ritonga

Effect of Education Level, Income, Inflation on Community Consumption Pattern in North Sumatera Province
Nelly Hutajulu, Fitrawaty, M.Fitri Rahmadana

Application of Problem Based Learning Model Assisted by Cabri Software to Improve Problem Solving Ability of Mathematics Students
Ahmad Darmawan, Edi Syahputra, Kms. M. Amin Fauzi

Optimization of Academic Supervision Competence of High School Supervisor in Karo Regency with Critical Events Model (CEM)
Karyawan Keliat, Yasaratodo Wau, Irsan

The Concept of Physics Learning Media Based Computer Animation
Ratna Tanjung, Mukhtar, Efendi Napitupulu

Cultivating Children’s Critical Attitude with Educational Philosophy
Daulat Saragi
Relationship of Initiation Structure and Consideration with Effectiveness Leadership

Wanti Simanjuntak
Graduate Program of State University of Medan
Education Management Studies Program
Medan, Indonesia
wantsimanjuntak75@gmail.com

Syaiful Sagala
Graduate Program of State University of Medan
Education Management Studies Program
Medan, Indonesia

Abstract—Behavior affects leadership effectiveness is behavior with task orientation also called initiation structure, and behavior with people orientation also called konsiderasi. The higher the attitude of orientation attention on the task and on the person, the more leadership becomes more effective. This purpose of this study investigates the relationship between initiation structure and consideration with the effectiveness leadership. This research is a correlational descriptive. The data analysis technique used was description and inferential analyses covering correlation and regression analysis. The research findings show that initiating structure and consideration were in high category, the leadership effectiveness was in enough effective category. Conclude result of research is there are positive relationship which mean between the initiating structure and consideration either through by self and also by together with the leadership effectiveness.

Keywords—leadership effectiveness; initiation structure; consideration

I. INTRODUCTION

The Ohio State studies identified two important dimensions of leader behavior. Beginning with a list of more than 1,000 behavioral dimensions, the researchers eventually narrowed it down to just two that accounted for most of the leadership behavior described by group members. The first was called initiating structure, which referred to the extent to which a leader defined and structured his or her role and the roles of group members in the search for goal attainment. It included behavior that involved attempts to organize work, work relationship, and goals. The second one was called consideration, which was defined as the extent to which a leader had job relationships characterized by mutual trust and respect for group members’ ideas and feelings. A leader who was high in consideration helped group members with personal problems, was friendly and approachable, and treated all group members as equals. He or she showed concern for (was considerate of) his or her followers’ comfort, well-being, status, and satisfaction. (Stephen P. Robbins & Mary Coulter, 2007).

The results of research relevant to this study are research studies on effective leadership behaviors by Fleishman and Harris (1962). This study examines the relationship between consideration and employee turnover as well as the relationship between the initiation structure and the level of employee turnover at a truck manufacturer from the International Harvester Company. The results of his research showed that managers with high consideration experienced fewer employee turnover in their work units. Similarly, managers with high initiation structures experience fewer employee turnovers.

The result of Nursiah (2004) study about the influence of leadership style and job satisfaction to employees at PT Indosat Medan. Leadership style in the review is a consideration and initiation structure. The result of the research is the consideration and the structure of initiation affect the performance of PT Indosat Medan employees.

Lestari & Kencana (2008), examine the relationship konsiderasi and initiation structure with employee productivity in the Education Office. The results showed that the structure of initiation and consideration was positively related to employee productivity.

In accordance with previous research studies, this study was conducted in vocational high schools. Vocational high education is a secondary education that prepares learners primarily to work in certain areas of expertise. If the principal is unable to lead effectively will affect the performance of all subordinates. This will have an impact on the process of teaching and learning activities, thus affecting the quality of graduate high school graduates. Graduates of qualified vocational high schools will be seen from the many graduates who are accepted to work in industry. Vocational high School has not been able to prepare learners to work in certain areas of expertise. Related to this, there are many factors that cause low absorption of vocational high school graduates in the industry, such as curriculum, facilities/ infrastructure/
laboratory/ workshop, teachers, students and equally important is the leadership of the school principal. As a leader, the principal must demonstrate consideration and Initiation structure behaviors among the teachers as his subordinates.

Vocational high school is a system consisting of a collection or part of the components that work together as a single function. One component with other components work together to achieve the goal. The components consist of buildings, objectives, management, curriculum, facilities, teachers, administrative staff and students. All of these components will contribute to the achievement of the objectives and are expected to deliver qualified graduates in accordance with customer or community expectations.

Vocational High School is a secondary education that serves an important role in developing the potential of learners to be more optimal so ready to enter the employment field. So the principal as the highest leader in Vocational High School should be able to empower all teachers and employees to work in accordance with the existing system in The Vocational High School environment. The leadership of the principal is able to create a harmonious working relationship (high konsiderasi) so as to create an atmosphere of kinship in carrying out the tasks, motivating, exploring the potential and ability of teachers by involving them in making decisions, regulate, direct, and supervise all the citizens of the school in performing the task (high initiation structure) is an effective leadership behavior. For that understanding of the two dimensions of leadership behavior such as the structure of initiation and konsiderasi really needed a vocational high school principal in order to maximize the performance of all subordinates so that the goal of Vocational High School can be realized. Thus the behavior of the initiation and consideration structure of a leader will make a positive contribution to achieve leadership effectiveness.

This purpose of this study investigates the relationship between initiation structure and consideration with the effectiveness of vocational high school leadership.

II. THEORY AND METHODS OF RESEARCH

Leadership is a complex concept that is defined as the ability to influence, motivate, and enable others to contribute to the effectiveness and success of the organizations of which they are members. Leaders use influence to motivate followers and arrange the work environment so that they do the job more effectively. Leaders exist throughout the organization, not just in the executive suite. (Steven & Mary Ann, 2005).

The behavioral model of leadership focuses on what leader actually do and present suggests that effective leaders help individuals and teams achieve their goals in two ways. First, they build task-centered relations with employees that focus on the quality and quantity of work accomplished. Second, they are considerate and supportive of employees’ attempts to achieve personal goals (e.g., work satisfaction, promotions, and recognition). Also, they work hard at settling disputes, keeping employees satisfied, providing encouragement, and giving positive reinforcement (Slocum, & Hellriegel, 2009).

This research uses quantitative paradigm, research type is descriptive correlational. The population is all teachers and civil servants in Vocational High School Negeri Medan with 695 people. Sampling using technique proportional stratified random sampling. So the sample taken in this study there are 61 people. Technique Data collecting by using questionnaire arranged based on indicators of each variable.

Data analysis techniques using descriptive analysis techniques and confirmation analysis techniques. Descriptive analysis technique is descriptive statistic technique to describe data by using frequency list, histogram, mean, and standard deviation. While the technique of data analysis confirmation is inferential statistical technique for hypothesis testing by using product moment correlation technique, simple regression and double regression followed by partial correlation. Before inferential statistic technique is done, firstly tested requirement analysis with normality test and linearity test.

### Table 1. Indicators of each variable

<table>
<thead>
<tr>
<th>Variable</th>
<th>Indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership Effectiveness (Y)</td>
<td>1. Commitment</td>
</tr>
<tr>
<td></td>
<td>2. Job Satisfaction</td>
</tr>
<tr>
<td></td>
<td>3. Conformity</td>
</tr>
<tr>
<td></td>
<td>4. Collaboration</td>
</tr>
<tr>
<td></td>
<td>5. Acceptance</td>
</tr>
<tr>
<td>Initiating Structure (X1)</td>
<td>1. Plan</td>
</tr>
<tr>
<td></td>
<td>2. Organize</td>
</tr>
<tr>
<td></td>
<td>3. Supervise</td>
</tr>
<tr>
<td>Consideration (X2)</td>
<td>1. Motivation</td>
</tr>
<tr>
<td></td>
<td>2. Participation</td>
</tr>
<tr>
<td></td>
<td>3. Family Atmosphere</td>
</tr>
</tbody>
</table>

![Fig. 1 Paradigm’s research](image)

**Description:**
1. \( r_1 \) is the correlation coefficient between the initiating structure variable \( X_1 \) and Leadership Effectiveness variable \( Y \)
2. \( r_2 \) is the correlation coefficient between the variable Consideration \( X_2 \) and Leadership Effectiveness variable \( Y \)
3. \( R_{Y1} \) is the correlation coefficient between initiating structure variable (\( X_1 \)) and Consideration variable (\( X_2 \)) together with Leadership Effectiveness variable (\( Y \)).

Initiating structure reflects the extent to which the leader defines and structure the roles of employees in pursuit of goal attainment. Leaders who are high on initiating structure play a more active role in directing group activities and prioritize planning, scheduling, and trying out new ideas. They might emphasize the importance of meeting deadlines, describe explicit standards of performance, ask employee to follow formalized procedures, and criticize poor work when necessary. Consideration reflect the extent to which leaders create job relationships characterized by mutual trust, respect for employee ideas, and consideration of employee feelings. Leaders who are high on consideration create a climate of good rapport and strong, two-way communication and exhibit a deep concern for the welfare of employees. They might do personal favors for employees, take time to listen to their problems, “go to bat” for them when needed, and treat them as equals. (Colquitt, Lepine, & Wesson, 2013).

III. RESULTS AND DISCUSSION

1. Initiating Structure Relations (\( X_1 \)) with principals Leadership Effectiveness vocational high schools in Medan

The result of calculation of simple regression analysis on first hypothesis proposed for variable of initiation structure (\( X_1 \)) with leadership effectiveness of Medan State Vocational High School (\( Y \)) obtained Fhitung = 36.13 while \( T_{table} = 4.00 \) with degrees of freedom 1,59 for significance level 5% and 7.08 for a significance level of 1%. Thus obtained \( F_{count} > F_{table} \) is 36.13 > 4.00. This shows that the variable of initiation structure (\( X_1 \)) with variable of leadership effectiveness (\( Y \)) is very significant when approached by regression at 5% significance level with regression line equation \( \hat{Y} = 21.24 + 0.92X_1 \). This means increasing the initiation structure (\( X_1 \)) by one unit, causing the value (score) of variable \( Y \) to rise by 0.92 units. Thus the greater increase in initiation structure (\( X_1 \)) resulted in higher leadership effectiveness of Medan State Vocational High School.

The magnitude of the relationship between variables of initiation structure and variable leadership effectiveness of Medan State Vocational High School is shown by product moment correlation coefficient of \( r_{Y1} = 0.62 \). This shows that \( X_1 \) has a strong and positive relationship with \( Y \). So the research hypothesis that says there is a significant positive relationship between the initiation structure with the effectiveness of leadership of Medan Vocational High School received at the level of 5% significance.

The relative contribution between the initiation structure and the effectiveness of Vocational High School leadership in Medan is 41.14% and the effective contribution is 22.22%. The value of the relative and effective contribution of the initiation structure is significant in explaining the effectiveness of the leadership of the Medan Vocational High School.

The initiation structure in this research is the task-oriented leader's behavior. Effective leaders are leaders who concentrate on task-oriented functions such as planning and organizing work, coordinating the activities of subordinates, commanding and providing necessary tools, tools and technical assistance. This situation will foster commitment, job satisfaction, conformity, cooperation and good support from staff. This condition will improve the performance of all State Vocational High School employees. In addition, effective leaders guide their subordinates in setting performance goals that are high, but realistic. Planning in this research is a process that involves determining the goals or objectives of a vocational high school, developing comprehensive strategies to achieve the established goals, and developing a comprehensive hierarchy of plans for integrating and coordinating activities.

The purpose of planning is to provide direction, reduce the impact of change, minimize waste, and to determine the standards used in the control. Once planned, it is organized through the division of labor to show how different activities are integrated (coordinated). Furthermore, the principal conducts supervision. Supervision is a systematic effort to define a standard performance in planning to design an information feedback system, to compare actual performance with predetermined standards, to determine whether an irregularity has occurred, and to take the necessary corrective actions to ensure that all resources the vocational high school has been used as effectively and efficiently as possible in order to achieve its goals. Thus, through the implementation of a high initiation structure by the vocational high school principals, it will have a positive impact on improving leadership effectiveness in vocational high school Medan.

2. The relationship between konsiderasi (\( X_2 \)) with Effectiveness of Vocational High School Leadership Medan (\( Y \))

The result of the calculation of simple regression analysis on the second hypothesis proposed for the consideration variable (\( X_2 \)) with the effectiveness of Vocational State Vocational School leadership of Medan (\( Y \)) obtained \( F_{count} = 47.30 \) while \( T_{table} = 4.00 \) with degrees of freedom 1,59 for significance level 5% and 7.08 for a significance level of 1%. So obtained \( F_{count} > F_{table} \) is 47.30 > 4.00. This shows that the variable of consideration (\( X_2 \)) with the variable of leadership effectiveness (\( Y \)) is very significant when approached by regression at 5% significance level with regression line equation \( \hat{Y} = 12.22 + 1.27X_2 \). This means the increase of consideration (\( X_2 \)) of one unit, causing the value (score) variable \( Y \) will rise by 1.27 units. Thus the greater increase in consideration (\( X_2 \)) resulted in higher leadership effectiveness of Medan State Vocational High School.

The magnitude of the relationship between variable konsiderasi with variable effectiveness of leadership of Vocational High School Negeri Medan shown by coefficient
correlation product moment of $r_{YX} = 0.67$. This shows that the variable $X_2$ has a strong and positive relationship with the variable $Y$.

Consideration is the behavior of a relationship-oriented leader. An effective leader is a caring, supportive, and helpful leader. Subordinates who are correlated with effective leadership in this research demonstrate trust and credibility, acting kindly and considerate, trying to understand subordinate issues, help develop subordinates and advance their careers, always inform their subordinates, show appreciation of the ideas of subordinates, and provide recognition for the contribution and success of subordinates. This behavior is similar to the behavior called consideration in leadership studies conducted by Ohio State University.

The amount of contribution relative to the effectiveness of leadership of Medan State Vocational High School amounted to 58.86% and effective contribution of 31.78%. The amount of relative and effective contribution looks great in explaining the effectiveness of vocational high school leadership. It turns out that all teachers and employees performing their duties at the Medan Vocational High School prefer school principals who emphasize relationship behavior (consideration) rather than task behavior (initiation structure). This is in accordance with the theory of management of Human relations approach by Elton Mayo (1880-1949), which states that there will be increased production and harmonious work, if the leader implements the behavior of the relationship (konsiderasi) high. The findings of this study basically correspond to the results of the Ohio University and Michigan studies which suggest that relationship-oriented behavior (correlation) is correlated with effective leadership. The results of this study contradict Sugiharsono (2000) which shows that the behavior of initiation structures has an influence which is dominant to the effectiveness of leadership in KUD Mandiri DIY, not konsiderasi. The findings of this study are also in line with Pardjan (2005) findings in his research on the influence of leadership style and initiation structure on the effectiveness of leadership in STIE Harapan Medan.

3. The relationship between Initiation Structure and Consideration together with the Effectiveness of Vocational High School State Leadership Medan.

To know the relationship together of independent variables $X_1$ and $X_2$ with variable bound $Y$, used multiple regression analysis technique. The result of calculation of multiple regression analysis, obtained $F_{\text{count}} = 34.29$ while $F_{\text{table}} = 3.15$ with degree of freedom 2,59 for significance level 5% and 4.98 for 1% significance level. So that obtained $F_{\text{count}} > F_{\text{table}}$ that is $34.29 > 3.15$. This shows that the variable of initiation structure ($X_1$) with the variable of leadership effectivity ($Y$) is very significant when approached by regression at 5% significance level with the equation of double regression line \[ \hat{Y} = 6.19 + 0.54X_1 + 0.91X_2 \]. These results indicate that the multiple regression line equations can be justified in drawing CONCLUSIONs about the relationship between $X_1$ and $X_2$ together with $Y$. The result of double correlation between variable $X_1$ with $X_2$ together with $Y$ yields a double correlation coefficient $R = 0.73$. Then tested the significance of double correlation coefficient by using test $F$.

The result of this calculation states that the regression that occurs between variables $X_1$ with $X_2$ together with variable $Y$ is meaningful. Thus the proposed hypothesis of research poses a significant positive relationship between the variables of initiation structure ($X_1$) and Consideration ($X_2$) together with the variable of leadership effectiveness of Vocational State High School Medan ($Y$) is true. The structure of initiation and consideration together has a meaningful positive relationship with the effectiveness of the State Vocational High School leadership. This means that the higher the structure of initiation and consideration together, the higher the effectiveness.

This is in accordance with the results of Ohio university research which states that both the leader's behavior of the initiation and consideration structure will work together to demonstrate an effective leadership style. Thus, with the behavior of task-oriented leaders and relationships will encourage subordinates (teachers and administrators) to tend to behave positively so that they are enthusiastic and eager to perform the task in accordance with the objectives to be achieved by the organization, in this case the citizens of Secondary School Vocational State Medan. So it can be concluded that the structure of initiation and konsiderasi are two very important factors in increasing the effectiveness of leadership, especially the effectiveness of leadership of Medan Vocational High School.

The magnitude of the effective contribution of the initiation and consideration structure together with the effectiveness of the leadership of Medan State Vocational High School was 54% while the other 46% was contributed by other factors not revealed in this research. This is in line with what is revealed by Yulk (2013), that many factors influence leadership effectiveness, such as leadership situation, subordinate maturity, work environment condition, leader behavior, satisfaction factor, leadership education background and leader's experience.

4. Level of Initiation Structure, Level of Consideration and Level of Effectiveness of Vocational High School State Leadership Medan.

Based on the description of data and the level of variable trends in this study, found in general the structure of initiation and consideration belong to the high category. still need to be upgraded from time to time, or at least maintained. Increased leadership effectiveness can be done by improving the structure of initiation and consideration. If the structure of initiation and consideration is increased again then the effectiveness of leadership will also increase. In accordance with the situational leadership theory of hersey & Blanchard (2005) it can be concluded that the leadership of Medan State Vocational High School applying the style of selling...
leadership (instructive / informing). Sales leadership style is a combination of high initiating structure and high consideration. The results of this study are consistent with previous research by Sugiharsono (2000), which states that the leadership style of managers tend to style selling (instructive).

Hersey and Blanchard use a combination of guidance and supportive (also called task an relationship) orientations to create four major styles – telling, selling (coaching), participating (supporting), and delegating. These are matched with the progressive development levels of the employess, suggeting that a manager’s leadership style should not only vary with the situation but also evolve over time toward the delegating style. (John W. Newstrom, 2007).

The results of this study will be in accordance with Vocational High School which is in conformity with the characteristics of Vocational High School of Medan City, but it will be different if it has unlike characteristic.

IV. CONCLUSION

Based on the results of data analysis and hypothesis testing, it can be taken conclusion as follows:

1. Initiation structure has a positive and meaningful relationship with leadership effectiveness of Medan State Vocational High School at 5% significance level with a correlation coefficient of 0.62. This means that the higher the structure of initiation, the more effective the leadership of Medan State Vocational High School.

2. Consideration has a positive and meaningful relationship with the leadership effectiveness of Medan State Vocational High School at a significance level of 5% with a correlation coefficient of 0.67. This means that the higher konsiderasi the increased effectiveness of leadership of Medan State Vocational High School.

3. The structure of initiation and consideration together has a positive and meaningful relationship with the leadership effectiveness of Medan State Vocational High School at a significance level of 5% with a correlation coefficient of 0.73. This means that the higher the structure of initiation and consideration together, the higher the effectiveness of leadership of Medan Vocational High School.

4. Consideration is a larger factor contributing to the leadership effectiveness of the Begeri Medan Vocational High School rather than the initiation structure.

5. The level of initiation and consideration structure is included in the high category, so that the leadership style of Medan Vocational High School is the selling style. Level of leadership effectiveness in Medan State Vocational School included in the category is quite effective.

REFERENCES


