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Try Out of Online-Based School Principal Recruitment in South Sulawesi, Indonesia

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Abstract—**This research describes the results of try out the application of the school principal's recruitment system online. This application is a product of the principal's recruitment system that has been developed and will be implemented in South Sulawesi. This system is divided into two parts, namely administrative selection and academic selection. The research method is descriptive quantitative to describe the value of each variable as a result of the assessment of the subject of the study. Respondents in the study were 97 elementary and junior high school teachers in Jeneponto District who were interested in registering as school principals. The implementation of the research was from March to May 2018. The trial was started by giving instructions to the respondents on how to use the application. Furthermore, the respondent had the opportunity to register to the prospective school principals application. After the registration process, respondents filled out an assessment questionnaire on product quality with an assessment range between 1-5 for the five answer choices. Analysis of scoring data is useful for determining the category of results of respondents' assessment. The results showed that respondents rated this application as having very high quality. All indicators show a score between 0.76 -1.**

Keywords—application, scoring, system quality

I. INTRODUCTION

A school principal is a critical factor in human resources management who carry out educational activities in school. Also, the school principal also plays an important role as a leader in school and the effectiveness of the learning process. Bird et al. describes that a principal is school style determinant [1]. His leadership determines the school climate which includes teacher characteristics, teaching and learning processes, learning environment and the quality of graduates. Therefore, the Indonesian government through the Ministry of Education and Culture provides a standard for qualifying school principals. Subsequently, the regional government carefully and thoroughly recruits principals as an effort to guarantee the quality of education at the level of Elementary and Middle School.

There are many factors influence the role of principals in school management. One of these factors is the recruitment factor. According to Gorton, recruitment is defined as an activity that aims to find candidates who can occupy an absolute position in a school in a particular district or city [2]. Another definition is stated by Alan that recruitment is a series of integrated activities consisting of selection, appointment, and placement of new employees in certain positions [3]. The recruitment objective as stated by Gorton is to provide nominee of employees who are good

(surplus of candidates) and the most qualified (most qualified and outstanding individuals*)* for a position [2]. In the case that the employee is the principal, for example, it is undoubtedly sought to get the prospective principal who meets the qualifications, according to the needs and demands of the role to be performed.

Recruitment of school principal is an essential process.The more ironic is that the current process of principal recruiting is still close to the leadership. As a result, the recruitment of headmaster became political commodity assets, and the principles of procurement of principals have not been carried out professionally, democratically, objectively and openly. As a result, the recruitment of school principals into political commodity assets and the principles of procurement of principals have not been carried out professionally, democratically, objectively and openly.

The same case also occurs in countries that are still underdeveloped in their education, as happened in some cases in countries in the African continent. The context of the development of the teacher's career and the principal is very laden with political, racial or ethnic nuances, and a gender bias factor (the dominance of male roles is more significant compared to women). The fact was reviewed by Bush & Oduro from the University of Lincoln UK and the University of Cape Coat Ghana in his research entitled *"New principals in Africa: preparation, induction and practice"* [4], [5]. The study illustrates the phenomenon of preparing school principals in several African continent countries. In some African countries (e.g., Nigeria, Botswana), the headmaster is not appointed based on quality criteria regarding their performance in teaching at the school. Many of them have good teaching experience, but because of political connections, so they are more dominant in fighting for closeness politically rather than relying on their professional side.

The most commonly used parameter is the candidate for the school principal determines to look at the order in which the teacher ranks or works. Based on the preceding, the researcher was interested in researching the development of the recruitment system policy for prospective school headmaster in South Sulawesi Province. To minimize the things that are not desirable in the recruitment of principals, one of the products developed in this study is the application of the principal's recruitment online so that the recruitment process is more transparent and open.

II. METHOD

The study method is quantitative descriptive, which describes the value of each variable as a result of the assessment of the subject of the study. Respondents studying a total of 97 elementary and junior high school teachers in Jeneponto District were interested in registering as school principals. Implementation of research from March to May 2018. The trial begins with giving instructions to the respondents on how to use the application, which then gives the respondent the opportunity to register to prospective school principals through the application. After the registration process took place, respondents filled out an assessment questionnaire on product quality with an assessment range between 1-5 for the five answer choices. Analysis of scoring data is useful for determining the category of results of respondents' assessment of the trial.

The stages of data analysis are divided into four, namely: The First: The researcher calculates the frequency of answers for each alternative answer. The second, Calculation of value by multiplying between frequencies with a score. The third, the calculation of the total value by summing the values for each indicator. The fourth, the calculation of the total score by comparing the total value of the respondents multiplied by the value. The fifth, Interpretation of total value is presented in table 1

TABLE I.   VALUE INTERPRETATION

Total Value	Category
0.00 – 0.25	Very low
0.26 – 0.50	Low
0.51 – 0.75	High
0.76 – 1.00	Very high

III. RESULT AND DISCUSSION

Overview of Headmaster Recruitment Application

Based on existing policy standards, the principal recruitment policies and procedures in South Sulawesi are prepared based on the framework in figure 1.

1. Recruitment (announcement and registration)

2. Selection (Administrative and Academic Selection)
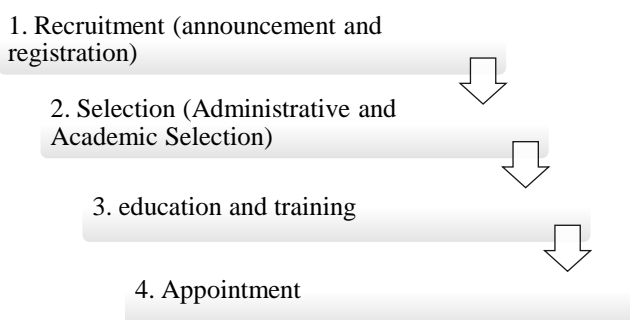
3. education and training

4. Appointment

Fig. 1. The Policy Framework of Headmaster Recruitment

Figure 1 explains that there are four components of policies and procedures in recruiting and appointing school principals in South Sulawesi, namely: recruitment, selection, education and training, and appointment. Each of these components has a technical policy developed for use in South Sulawesi. The policies are

A. *General Policy:* The process of recruiting principals can be done face to face and in writing or can be done online. However, to maintain objectivity, transparency, and accountability, this process should be carried out online and computer-based.

B. *Special Policies:*

- Recruitment must be done openly through announcements in mass media or online media.

- Candidate registration is done online and if it is not possible to use the form downloaded through the official website. Independent candidates are given space to register through the same website.

- Administrative selection is made online by uploading documents on the electronic form that has been prepared on the official website. An administrative feasibility assessment was also conducted by an independent team online. If conditions do not allow manual assessment can be carried out by an independent team.

- Academic selection to determine the first ability of candidates is made by using a written test that includes five principals' competencies, namely: managerial, social, entrepreneurship, personality, and supervision.

- Selection of leadership potential is carried out through a portfolio test in which candidates complete the portfolio by uploading the physical evidence they have through the website provided.

- Education and training of prospective school principals can be carried out independently and at the expense of the government or the provincial government and the district government. If done independently, the standard tariff for the South Sulawesi region should be set.

- Acceptability tests are carried out by the consideration team using assessment signs, including criteria for the distance between home and school from prospective school headmaster.
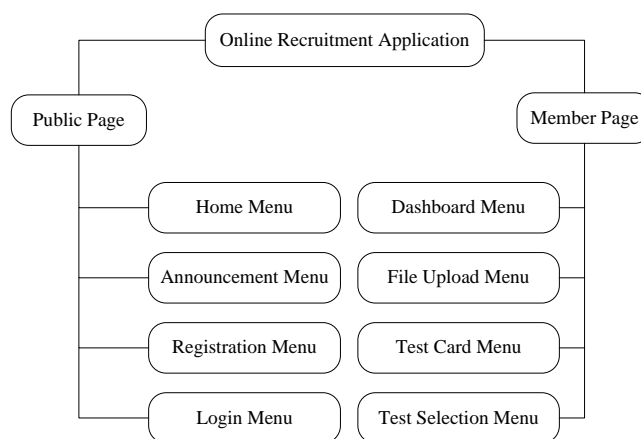
Fig. 2. Online Recruitment Application

The application used is an online-based application named O-Rekepsek which is an online-based Principal Recruitment (figure 2). Guide to the use of School Principal

Recruitment Website, starting from the announcement of registration through the website to the competency examination phase. To access the SDMTendik.com website enter "*https://sdmtendik.com*" in the address bar of your browser to open the SDMTendik.com website. Product specifications consist of:

C. The public page consists of four menus, namely:

1) The home menu. This menu contains a summary of information to make it easier to access all the menus and features of SDMTendik.com.

2) Announcement Menu. This menu contains information and announcements relating to general and specific requirements for the recruitment of school principals as well as the announcement of opening recruitment.

3) Registration menu. This menu contains the principal's recruitment registration form.

4) Login Menu. Contains the login form for the member who registered. Member username and password sent to email when registering.

D. Four member pages that can be accessed, namely:

1) Dashboard Menu. Contains the flow of school principal recruitment and school principal recruitment stages according to the area of the school.

2) File Upload Menu. Contains the form for uploading general and special requirements for principal school recruitment in SDMTendik.com.

3) Test Card Menu. Contains an attachment to the Test Card that will be used during the Competency Examination Selection. Please print/print the test card after having declared Pass File.

4) Exam Selection Menu is a page that is accessed during the Competency Examination Selection and can only be accessed when the selection test schedule has been set (the test schedule can be seen on the test card). 30-minute delay tolerance. If the user is more than 30 minutes late, it is cannot automatically take the competency exam.

E. Test Results O-Rekepsek Application

Respondents' assessment of the O-Rekepsek application is divided into two variables, namely, display quality and ease of operation [6]. In the display quality variable, researchers use indicators as many as five items with calculations presented in the table.

TABLE II. TOTAL VALUE ANALYSIS OF DISPLAY QUALITY

Indicator	Answer of Respondent	Frequency	Percentage (%)	Score	Value	Total Value	Category
Display quality	Very bad	0	0	1	0	0.864	Very High
	Bad	1	1	2	2		
	Good Enough	3	3.1	3	9		
	Good	57	58.8	4	228		
	Very Good	36	37.1	5	180		
	Total	**97**	**100**	**-**	**419**		
Suitability of color use	Very bad	0	0	1	0	0.858	Very High
	Bad	0	0	2	0		
	Good Enough	7	7.2	3	21		
	Good	55	56.7	4	220		
	Very Good	35	36.1	5	175		
	Total	**97**	**100**	**-**	**416**		
Suitability of the use of images	Very bad	0	0	1	0	0.852	Very High
	Bad	0	0	2	0		
	Good Enough	6	6.1	3	18		
	Good	60	61.9	4	240		
	Very Good	31	32.0	5	155		
	Total	**97**	**100**	**-**	**413**		
Suitability of images with text	Very bad	0	0	1	0	0.864	Very High
	Bad	0	0	2	0		
	Good Enough	6	6.2	3	18		
	Good	54	55.7	4	216		
	Very Good	37	38.1	5	185		
	Total	**97**	**100**	**-**	**419**		
Accuracy of button functions and navigation with links	Very bad	0	0	1	0	0.856	Very High
	Bad	0	0	2	0		
	Good Enough	5	5.1	3	15		
	Good	60	61.9	4	240		
	Very Good	32	33.0	5	160		
	Total	**97**	**100**	**-**	**415**		

The results of display quality analysis show that the best indicator is the highest total score, namely the Suitability of images with text and Display quality with a value of 0.864. While the lowest value is the accuracy of the button function and navigation with links. The results of the analysis indicate that the respondent judged that O-Rekepsek's quality was 0.858 or had very good quality.

Furthermore, the respondent also considered that this application was easy to use or the results of the value analysis showed an average value of 0.881 or a very high category. This indicator is supported by the Clarity of Language Usage indicator. A description of the ease of use analysis is presented in table 3.

Based on the analysis in table 2 and table 3, it can be

concluded that the application of O Rekepsek is feasible to be used in the headmaster recruitment system. District / City as an institution responsible for the management of elementary and junior high schools. With this application, the recruitment of principals can be done openly and accountable.

TABLE III.   TOTAL VALUE ANALYSIS OF THE EASE OF USE OF THE APPLICATION

Indicator	Answer of Respondent	Frequency	Percentage (%)	Score	Value	Total Score	Category
Material / message clarity	Very bad	0	0	1	0	0.887	Very High
	Bad	0	0	2	0		
	Good Enough	8	8.2	3	24		
	Good	39	40.2	4	156		
	Very Good	50	51.5	5	250		
	Total	**97**	**100**	**-**	**430**		
Use of applications that are easy to understand	Very bad	0	0	1	0	0.866	Very High
	Bad	0	0	2	0		
	Good Enough	8	8.2	3	24		
	Good	49	50.5	4	196		
	Very Good	40	41.2	5	200		
	Total	**97**	**100**	**-**	**420**		
The size and type of letters used are easy to read	Very bad	0	0	1	0	0.870	Very High
	Bad	0	0	2	0		
	Good Enough	9	9.3	3	27		
	Good	45	46.4	4	180		
	Very Good	43	44.3	5	215		
	Total	**97**	**100**	**-**	**422**		
Clarity of Language Usage	Very bad	0	0	1	0	0.903	Very High
	Bad	0	0	2	0		
	Good Enough	7	7.2	3	21		
	Good	33	34.0	4	132		
	Very Good	57	58.8	5	285		
	Total	**97**	**100**	**-**	**438**		
Ease of Operation	Very bad	0	0	1	0	0.882	Very High
	Bad	0	0	2	0		
	Good Enough	3	3.1	3	9		
	Good	51	52.6	4	204		
	Very Good	43	44.3	5	215		
	Total	**97**	**100**	**-**	**428**		

The application of complex information systems must be ensured to be efficiently utilized by users. The practicality process must be tested correctly and involve stakeholders. Information technology strongly supports organizational needs both regarding recruitment, resource placement and evaluation [7], [8]. Therefore, the school principal recruitment system with the application model is an essential factor in improving the quality of education management.

IV. CONCLUSION

The results of the analysis show that the O-Rekepsek application is feasible to be used for the headmaster's recommendations system. The results showed that the display quality showed a very good category with a value of 0.864. Being worried about the ease of use of 0.881. Researchers suggest that there is continuous improvement in this application system so that they can anticipate technological progress and user needs.

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