

UNIVERSITI TEKNOLOGI MARA

**INSTRUCTIONAL MANAGEMENT
OF HEAD TEACHERS
AND ITS RELATION TO TEACHERS'
COMMITMENT TO TEACHING WORK**

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**Dissertation submitted in partial fulfillment of the requirements
for the degree of
Master of Education
(Educational Management and Leadership)**

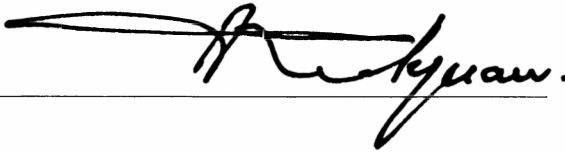
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DECLARATION

The project titled “Instructional Management Of Head Teacher And Its Relation To Teachers’ Commitment To Teaching Work” has been written and prepared by Shazali Bin Hj. Rosdi to be submitted to the Faculty of Education, Universiti Teknologi MARA (UiTM) Sarawak, in partial fulfillment of the requirement for the ED725 Master of Education (Educational Management and Leadership).

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A handwritten signature in black ink, appearing to read 'A. Ridzuan', is written over a horizontal line.

(Assoc. Professor Dr. Abang Ahmad Ridzuan Abang Awit)

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ABSTRACT

Instructional Management Of Head Teachers and Its Relation to Teachers' Commitment to Teaching Work

The purpose of this study was to determine which of the 10 leadership functions contained in the Principal Instructional Management Rating Scale (PIMRS), as identified by Hallinger (1983), are demonstrated by the head teacher and the nine items in the Teachers' Commitment to Teaching Work (TCTW) demonstrated by teachers at three different types of primary school in the district of Kuching. The schools involve in the study are government national school, religious school, and a missionary school. A number of 150 questionnaires were distributed to the target respondents of teachers from the respective schools. The results and findings presented in this study are based on the following Research Objectives in which it meant to determine teachers' perception toward the Head Teachers' Instructional Management. The study also wishes to investigate whether the head teachers' Instructional Management role has any relation to the teachers' commitment to teaching work. Alongside, it is also expected to examine the relative importance of head teachers' Instructional Management towards teachers' commitment to teaching work. The study also sought to determine if there would be a significant difference in teachers' perceptions of the head teachers' instructional management roles as well as to investigate teachers' commitment to teaching work that will contribute to enhance student achievement and the school outcomes at large. Descriptive statistics were used to identify which instructional management functions were being demonstrated frequently by the head teachers as the instructional leader cum instructional managers at school.

ABSTRAK

Kajian ini bertujuan untuk menentukan 10 fungsi kepemimpinan yang terkandung di dalam Skala Penilaian Utama Pengurusan Instruksional (PIMRS), yang diperkenalkan oleh Hallinger (1983), yang menjadi amalan Guru Besar dan Sembilan soalselidik yang terkandung dalam soalselidik Komitmen Guru Terhadap Tugas Mengajar (TCTW) yang diamalkan oleh guru-guru di tiga jenis sekolah rendah dalam daerah Kuching. Sekolah-sekolah yang terlibat dalam kajian ini ialah sekolah kebangsaan, sekolah agama, dan sebuah sekolah muhaligh. Sejumlah 150 soalselidik telah diedarkan kepada responden terdiri daripada guru-guru dari sekolah-sekolah yang terpilih tadi. Keputusan dan penemuan yang dibentangkan dalam kajian ini adalah berdasarkan objektif penyelidikan yang telah ditetapkan, antaranya bertujuan untuk menentukan persepsi guru-guru terhadap Guru Besar sebagai pengurus instruksional di sekolah. Ia juga akan menyiasat sama ada Guru Besar yang berperanan sebagai pengurus instruksional mempunyai hubung-kait dengan komitmen tugas sebagai guru dalam kalangan guru-guru dibawah seliaannya. Ia juga bertujuan untuk menilai sama ada wujudnya jalinan perhubungan sekerja diantara Guru Besar sebagai pengurus instruksional dengan komitmen guru-guru dibawah seliaannya terhadap tugas utama mereka iaitu mengajar. Kajian ini juga bertujuan untuk menentukan sama ada terdapat perbezaan yang signifikan dalam tanggapan para guru terhadap peranan Guru Besar sebagai pengurus instruksional. Kajian ini juga turut berusaha menyiasat komitmen guru terhadap tugas utama mereka, sama ada ia mampu menyumbang kepada peningkatan pencapaian akademik pelajar dan kejayaan sekolah secara keseluruhannya. Deskriptif statistik telah digunapakai untuk mengenalpasti fungsi pengurusan instruksional yang diamalkan oleh Guru Besar sebagai pengurus merangkap pemimpin instruksional di sekolah.

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