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The Influence of Motivation, Use of Information Technology, Human Relations and Work Ethic on the Performance of Private Vocational School Heads

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Abstract: This research examines the influence of motivation, use of information technology, human relations, and work ethic on the performance of heads of private vocational schools. Principals have a central role in leading schools, and these factors can influence how they carry out their leadership duties. In-depth literature studies and empirical research findings show that high motivation can increase productivity, work quality, and individual satisfaction. Effective use of information technology can support efficient school operations, better teaching, and better decision-making. Good human relations can motivate staff and students, create a positive school culture, and strengthen the principal's relationships with various stakeholders. A strong work ethic reflects commitment, dedication, and discipline on the job, which in turn influences focus, productivity, and relationships in the school environment. This research concludes that a good understanding of the influence of motivation, use of information technology, human relations, and work ethic can help private vocational school principals develop effective leadership strategies to achieve school goals and improve the quality of education.

Keywords: Work Ethic, Human Relations, Motivation, Information Technology.

INTRODUCTION

Education is the main foundation in country development. Good education will be beneficial for human and societal development. One of the schools that plays an important role in developing good human resources is the Vocational High School (SMK). Vocational schools, both public and private, have an important role in preparing the young generation who have important skills and competencies for the world of work.

Private school principals play an important role in school management and development. School leaders who are competent, motivated, able to utilize information technology, have good interpersonal skills, and have a high work ethic will be a big asset for the performance of schools, teachers and students. Therefore, the aim of this research is to

show the influence of various factors such as motivation, use of information technology, interpersonal (social community) relationships, and the work ethic of private school principals.

Motivation is something that motivates people to achieve goals and succeed. From the perspective of private school principals, motivation is an important factor that influences how they strive to improve the quality of education in their schools. High motivation will motivate school leaders to continue to innovate, create quality education, and have a positive impact on student achievement.

The use of information technology also plays an important role in the world of education. Technological advances have opened new avenues in school management and education. Private school managers who are able to utilize information technology effectively will be effective in managing schools, monitoring teacher and student performance, and creating the latest development information.

Interpersonal skills or interpersonal skills are the ability to communicate, collaborate and build relationships with various stakeholders, including teachers, students, parents and other stakeholders. School principals who have good interpersonal skills will be able to inspire and motivate school staff, create a harmonious learning environment, and strengthen relationships. Be kind to the local community.

Work ethic is a mental attitude that shows commitment to work, responsibility, and achieving school goals. High-performing private school leaders will set a good example for staff and students, inspiring them to work with the same passion and dedication.

METHOD

The literature review research method is the method used in this research to collect information and insights from various sources related to the research topic. The purpose of this research is to determine the influence of motivation, use of information technology, interpersonal relationships, and the effectiveness of private school principals. The steps taken in analyzing this data are as follows:

1. Identify Research Topic:

The first step in the literature review process is identifying the research topic to be studied. In the context of this research, the set of concepts refers to motivation, use of information technology, interpersonal relationships, and practice. Private school principal jobs.

2. Search for Literary Sources:

After determining the research topic, the next step is to look for relevant and relevant information related to the research topic. Information can be searched through search engines such as Google Scholar, ResearchGate, Research Papers, Academic Records and University Libraries. Research papers include research papers, research papers, and books related to the topic.

3. Selection of Literary Sources:

The literature sources found must be filtered and selected based on relevance to the research topic. Selection of literature sources must be based on strict criteria, including quality, research methods used, and accuracy of research results. The selected literature source must have a clear and accountable research methodology.

4. Analysis of Literary Sources:

After the literature sources have been selected, the next step is to carry out an in-depth analysis of each literature source. This process involves reading and understanding the content of selected literary sources. The results of the analysis of literature sources are used to formulate answers to previously determined research questions. This analysis also helps in evaluating the findings that have been made by previous researchers and formulating a strong conceptual framework.

5. Research Report Writing:

The final step is to write a research report based on the results of the analysis of literature sources. The research report must include all relevant information found from literature sources, as well as answers to the research questions. Reports must be prepared systematically and in clear language so that readers can easily understand them.

RESULTS AND DISCUSSION

Result

Based on the background, objectives and methods, the results of this article are as follows:

Work motivation

Work motivation is one of the fundamental aspects that has received great attention from various experts in various scientific disciplines. In an effort to understand and apply the concept of work motivation, scholars have developed theories that provide valuable insight into what drives individuals to work productively and enthusiastically.

One expert who made a significant contribution to the understanding of work motivation is Friedrich Herzberg. Herzberg developed a theory of hygiene motivation, which separated factors influencing work into two broad categories. Incentives such as achievement and responsibility are considered real motivators, whereas incentives such as salary and employment only prevent the consequences of failure. Herzberg found that meeting motivational needs was the key to achieving high levels of motivation in the workplace.

Abraham Maslow, with his Hierarchy of Needs Theory, brought the understanding of work motivation to the level of individual needs. According to Maslow, humans have various levels of needs that develop from physical needs to self-actualization needs. Work motivation, in this context, is closely related to fulfilling the highest level in the hierarchy of needs, namely self-actualization. Individuals who are able to achieve their potential through work will tend to be more motivated.

Theory X and Theory Y by Douglas McGregor describe two different views of work motivation. Theory X assumes that most individuals have no interest in work and should be coerced or closely supervised. On the other hand, Theory Y states that people have internal motivation and can be relied on to achieve work goals. The managerial approach chosen will greatly influence the extent to which employees are motivated at work.

Victor Vroom developed Expectancy Theory, which emphasizes that work motivation depends on individuals' beliefs about the relationship between the effort they put in, the expected positive results, and the desired rewards. According to Vroom, people are motivated when they believe that their efforts will produce positive results that will provide the rewards they desire.

Clayton Alderfer replaced Maslow's hierarchy of needs with the ERG (Existence, Relatedness, Growth) Theory, which groups human needs into three main categories: physical needs, relational needs, and growth needs. Work motivation is influenced by meeting needs in one of these categories. This theory provides more flexibility in understanding what drives individuals in the work environment.

Edwin Locke, dengan Teori Goal Setting-nya, menekankan pentingnya tujuan yang jelas dan spesifik dalam motivasi kerja. Locke berpendapat bahwa individu akan lebih termotivasi ketika mereka memiliki tujuan yang mengarah pada hasil yang diinginkan. Mencapai tujuan menjadi pendorong motivasi yang kuat.

David McClelland identified three needs in motivational work: the need for achievement, the need for power, and the need for affiliation. Individuals tend to have one of these needs as a dominant motivator in their work, and understanding these needs can help in designing appropriate motivation strategies.

Information Technology

Information technology is a very broad and important concept in an increasingly digitalized world. Experts who have provided the following definitions provide an in-depth understanding of the meaning and role of information technology in various contexts:

Peter Drucker, a world leader in the field of management, said that information technology is a tool that enables the transformation of data into information that is useful for decision making. According to him, information technology has played an important role in helping organizations manage and access information better, helping managers and decision makers gain better understanding.

Information technology expert Professor John Leslie King defines information technology as a process that includes hardware, software and human resources. This system is used to collect, store, manage and transmit data and information. This approach emphasizes that information technology does not only concern technology but also includes the important role of human resources.

Information technology expert Paul A. Strassman has provided several definitions of information technology as a tool that includes various technologies used to create, store, exchange and use information in a business. This reflects the diversity of information technology in the business environment.

Vinton Cerf, one of the important figures in the development of the internet, defines information technology as "every aspect of the use of technology and systems to collect, store, send, and receive information." This highlights the crucial role of information technology in facilitating communication and exchange of information around the world.

Richard Heeks, an expert in information technology for development, highlights the influence of information technology in developing countries. For him, information technology is a tool used to process and distribute information in various forms with the aim of helping human work. It emphasizes the role of information technology in social and economic change in developing countries.

William S. Davis and David C. Yen, in the book "The Information Systems Consultant's Handbook," explain that information technology includes the entire ecosystem consisting of hardware, software, communications networks, data systems, and the people involved in processing and distribute data and information. This definition describes the complexity of information technology in the business environment.

Michael E. Whitman and Herbert J. Mattord, in "Principles of Information Security," describe information technology as the totality of tools, techniques, and systems used to collect, organize, store, and convey information. They highlight the important role of information technology in managing and maintaining information security.

Human Relations

Human relations, as a discipline that focuses on interactions between individuals in the context of various aspects of life, has been defined by several experts as playing an important role in developing an understanding of human relations and its role in the world of organizations and society.

Elton Mayo, a highly respected management expert, underscores the important role of relationships between managers and employees as well as inter-employee relationships in organizations. For him, human relations is an approach that seeks to understand and strengthen social relationships in the work environment. He considers that meeting employees' psychological and emotional needs is the key to increasing productivity and job satisfaction. This approach focuses on more positive and mutually beneficial relationships between individuals in the organization.

Abraham Maslow, a leading psychologist, saw human relations as a concept related to understanding and fulfilling human needs in the work environment. According to Maslow, humans have a hierarchy of needs that develops from physical needs to self-actualization needs. Human relations includes efforts to understand, appreciate and meet employees' psychological and social needs in the work context. Meeting these needs is considered an important factor in achieving psychological well-being and high productivity.

Douglas McGregor, through the development of Theory X and Theory Y of work motivation, highlighted the importance of positive relationships between managers and employees. Theory Y, which is more supportive of human relations, emphasizes that an approach that focuses on good relationships and mutual trust between managers and employees can encourage employees to be more motivated and contribute positively. This is contrary to the Theory X view which assumes that employees tend to be lazy and must be closely supervised.

The famous Hawthorne experiments at the Western Electric factory, led by George Elton Mayo, highlighted the influence of social interactions on employee behavior and performance. This research shows that good human relations in the work environment can increase motivation and productivity. This sparked interest in understanding social dynamics in organizations and how this could be used to improve working conditions.

Mary Parker Follett, a management expert and author, promotes the concept of "integration" in human relations. For him, integration is an effort to create harmonious and mutually beneficial working relationships between individuals and organizations through dialogue, collaboration and joint problem solving. This approach emphasizes the importance of cooperation and good communication in achieving common goals.

Chester I. Barnard, a social scientist, sees human relations as an effort to understand social dynamics in organizations. He emphasized the importance of cooperation, communication and relationships between organizational members in achieving common goals. Barnard views that individuals in organizations are complex figures, and a deeper understanding of social relationships can help achieve organizational goals more effectively.

Warren Bennis, a leadership expert, considers strong interpersonal relationships between leaders and their team members as the key to success in achieving common goals. In his view, an effective leader must understand and be able to build good relationships with his team members to achieve optimal performance. This underscores the importance of human relations in the context of leadership and team development.

Work ethic

Work ethic is a concept that has various definitions originating from the different views and backgrounds of experts. Most of these definitions reflect views on the values, attitudes, and behaviors that encourage hard work, commitment, and success. The following are several definitions of work ethic from experts who have influence in this field:

Max Weber, a famous sociologist, viewed the work ethic as the "Protestant Ethic." For Weber, the work ethic is a reflection of Protestant values, such as hard work, honesty, and discipline, which influence individual behavior in the context of work. He highlights how the Protestant belief in the necessity of hard work and respect for work became an integral part of the development of modern capitalism.

Emile Durkheim, a French sociologist, provided a different perspective by describing the work ethic as a "moral density" in society. Durkheim argued that work ethic reflects the extent to which moral norms and social values that support hard work and societal obligations are held by individuals in society. In his view, work ethic is a reflection of social integration and strong cohesion in a society.

Benjamin Franklin, one of the founders of the United States, viewed work ethic as "Time is Money." Franklin emphasized the importance of wise time management and diligent

effort to achieve financial goals and success through hard work. This view reflects a focus on productivity and efficient use of time in achieving goals.

Erik Erikson, a renowned developmental psychologist, described work ethic as a conflict between "industriousness vs. inferiority" in stages of human development. For him, work ethic is about the development of self-confidence and positive self-esteem which comes from the understanding that individuals are able to contribute to the world of work. Erikson linked work ethic to the development of an individual's positive identity. Robert K. Merton, a sociologist, introduced the concept of "self-fulfilling prophecy" in the context of the work ethic. According to him, work ethic includes society's expectations for individuals to achieve success through hard work, which in turn can influence individual behavior to achieve these expectations. This view highlights how societal expectations and beliefs can influence individual performance.

Calvin Coolidge, President of the United States, viewed work ethic as "persistence." He emphasized that the key to achieving success is perseverance, patience and perseverance in working towards goals. This view highlights the value of perseverance and tenacity in facing challenges and obstacles in achieving goals.

Mihaly Csikszentmihalyi, a psychologist, describes work ethic in the context of "flow," which is a state in which individuals are fully engaged in the tasks they are working on. For Csikszentmihalyi, the work ethic is about finding joy and fulfillment through work that provides an experience of "flow." This view highlights how deep interest and involvement in work can create a fulfilling experience.

Discussion

Based on the research results, the discussion of this article is to review relevant articles, analyze the influence between variables and create a conceptual thinking research plan:

The Influence of Motivation on the Performance of Private Vocational School Principals

Motivation is an important factor that influences the work of employees, including the work of private school principals. The ability to motivate yourself and others is an important skill in the world of work. Research and findings show that motivation is effective and beneficial for employees working in various organizations. In the context of private schools, where the principal plays an important role in the school, motivation is an important factor that influences his performance.

Muhammad Dede Septiadi et al. Research shows that motivation is effective and has a positive impact on employee performance. This research includes regression analysis which shows that there is a positive relationship between the level of motivation and employee performance. The result is an equation that describes this relationship: $Y = 3.326 + 0.653X$, where Y is the employee's performance and X is the level of motivation. The results of the t test show that changes in motivation have a positive effect on employees, including the calculated t value (9.164) is greater than the t table (1.667) with a significance of 0.05. In addition, the coefficient of determination (R²) shows that the influence of motivation on employee performance is 54.9%, while the remaining 45.1% is influenced by other parameters examined in this research.

These findings highlight the importance of motivation in influencing employee performance. In the context of private vocational school principals, motivation is a key factor in carrying out various leadership tasks. As a school leader, the principal of a private vocational school is responsible for coordinating school activities, making important decisions, and providing direction to staff and students. All of these tasks require high motivation to achieve optimal results.

Research by Mustika Dahlia and Roni Fadli also shows that motivation has a positive and significant influence on employee performance. Their research results confirmed the

importance of motivation in the work environment. In the context of private vocational schools, this is relevant to the role of the principal in motivating staff and students to achieve school educational goals.

The level of motivation in the work environment, including in private vocational schools, can greatly influence productivity and quality of work. Motivated employees tend to be more enthusiastic, focused and productive in carrying out their duties. Private vocational school principals who are able to motivate their staff will likely see an increase in overall school performance.

It is important to remember that motivation can vary from individual to individual. Some people may be motivated by personal accomplishments, while others may be more driven by recognition and rewards. Effective private vocational school principals must be able to understand the motivational preferences of their staff and design motivational strategies accordingly. This could involve giving appreciation to staff who work hard, providing training and development, or setting clear and challenging goals.

Apart from that, the work environment also plays an important role in motivating employees. Heads of private vocational schools must create a work environment that supports employee motivation. This can include providing sufficient support, providing necessary resources, and promoting collaboration and good communication.

Apart from the positive influence of motivation on performance, motivation can also have a positive impact on individual well-being. Employees who feel motivated may feel happier and more satisfied with their work. Private vocational school principals who are able to create a motivating environment may also see higher levels of staff satisfaction and retention.

To achieve high motivation, heads of private vocational schools also need to be role models. They must demonstrate commitment, hard work and enthusiasm in carrying out their leadership duties. By behaving positively and being motivated, heads of private vocational schools can influence their staff to follow the same example.

In conclusion, motivation has a positive and significant influence on employee performance in various types of organizations, including in private vocational schools. Research and empirical findings show that motivation is a key factor in increasing productivity, work quality and individual well-being. In the context of private vocational school principals, the ability to motivate staff and students is an important skill that will contribute to school success. Therefore, it is important for private vocational school principals to understand the role of motivation in their leadership and strive to create a motivating environment for all school members.

The Effect of Using Information Technology on the Performance of Private Vocational School Heads

The use of information technology is one of the important factors that influences the performance of heads of private vocational schools. Information technology has become the backbone of modern operations in almost all types of organizations, including educational institutions such as private vocational high schools. School principals who are able to utilize information technology effectively can have a positive impact on school operations, staff productivity, and the achievement of educational goals. Let's examine further why the use of information technology is so important and how it can affect the performance of private vocational school heads.

Inuk Wahyuni Istiqomah's research provides insight into several factors that influence the use of information technology in an organizational context. This research identifies several factors that influence the use of information technology. Some of these factors include community factors, long-term results, and supporting factors. These factors have a negative impact on the use of information technology. On the other hand, the impact,

complexity and work requirements of technology have a negative impact on the use of information technology.

When we apply these findings to the context of private school principals, we can see that information technology use may be influenced by factors such as technology comfort, long-term benefits of technology, and relationships. Support from school staff. Leaders who can create an environment where information technology is accessible, considered as a useful tool, and better used in school management with the help of school staff documents.

It is important to remember that the use of technology in schools is not just about administration and management. Information technology continues to influence learning and teaching. In the world of education, information technology can be used to improve student learning skills, measure learning outcomes, and encourage innovation in teaching. Therefore, private school leaders must also consider how information technology can be used to support the teaching and learning process in their schools. Other research by Tuti Hariyani shows that the use of information technology has a positive influence on employee performance. This study specifically involved Madiun Regency BKKBN employees. The results of this research indicate that the use of information technology has a positive impact on employee performance. The calculated *t* value of the variable Use of Information Technology is 1.880 with a significance level of 0.039. This means that the use of information technology has a positive impact on employee performance.

Applying these findings to private vocational school principals can provide valuable insight into how information technology can improve their performance. For example, school principals can use information technology to manage student data, curriculum development, tracking academic achievement, and communication with parents and teachers. All of this can help principals improve the efficiency and effectiveness of school operations.

The use of information technology can also assist heads of private vocational schools in collecting and analyzing data that can be used to identify areas where improvement is needed. With the right data, school principals can plan more effective strategies to improve the quality of education and overall school performance.

In addition, information technology also allows school principals to communicate more effectively with staff, parents and students. Through email, school websites, and social media platforms, school principals can convey information, share school developments, and listen to input from various parties. This strengthens the school's relationships with various stakeholders and can support the principal's performance in leading the school more effectively.

Apart from that, in the world of education that continues to develop, information technology also gives school principals access to a wider range of educational resources. They can access learning materials, online educational resources, and interactive learning tools that can be used in curriculum development and teacher training.

Keep in mind that information technology also involves challenges. Principals need to ensure that their staff have the necessary technological competencies and that the data collected and used for decision making is accurate and relevant. It is also important to ensure data security and student privacy.

In order to utilize information technology effectively, school principals also need to be leaders who are oriented towards innovation and change. They must motivate their staff to adopt new technologies and continuously improve their ability to use digital tools. Moreover, school principals must be role models in using information technology to lead by good example.

Overall, the use of information technology is a key factor in influencing the performance of heads of private vocational schools. By effectively utilizing information technology, principals can improve the efficiency and effectiveness of school operations, support better teaching and learning, and collect the data necessary to identify areas of

improvement. However, to achieve all this, school principals need to be leaders who are innovation-oriented, ready to face challenges, and continue to learn about the latest developments in information technology. In this way, they can lead schools successfully in the ever-evolving digital era.

The Influence of Human Relations on the Performance of Private Vocational School Heads

Human relations, or interpersonal relationships, are important workplace issues that have a major impact on employees working in various types of organizations, including private schools. Good human relations involve good communication, cooperation, and helping people in the workplace. Research and findings show that interpersonal relationships can improve employee performance and overall performance. In the context of private school principals, it is important to understand how interpersonal relationships influence their performance.

Dhyan Rosalina and Devi Upska's research shows the importance of human relationships in collaboration. They believe that human relationships are very valuable and beneficial for employees who work at PT Tumbang Langsa. The t test value in this study was 5.573, this value is higher than the t table (1.656) with a significance level (t-sig) of 0.000 which is smaller than 0.05. These findings indicate that interpersonal relationships have a positive effect on human performance in a company.

Human relationships and performance have a positive impact on relationships. This research shows that human performance has an influence of 19.0% on human relations at PT Tombang Langsa. However, around 81.0% of the remainder was influenced by other factors not measured in this study. This shows that interpersonal relationships are only one of many factors that can influence employees.

In the context of private vocational school principals, the influence of human relations can be seen through the relationships they build with staff, students and other related parties. Principals who have the ability to build strong, positive relationships with their staff are likely to see improvements in staff productivity and performance. Staff who feel valued, listened to, and supported by their superiors may be more motivated and dedicated to carrying out their duties.

The ability of private vocational school principals to facilitate good relationships between staff and students can also contribute to a positive school atmosphere. Good relationships between students and staff can create an environment that supports effective learning. Students who feel accepted, supported and connected to staff are likely to be more motivated to learn and achieve better results.

Apart from that, good human relations in the school environment can also influence the performance of private vocational school principals in carrying out their leadership duties. Principals who have the ability to communicate well, understand staff needs and expectations, and establish positive relationships with the school board or other stakeholders, may be more effective in leading the school.

While the influence of human relations in improving employee performance is very important, it is also important to remember that human relations are complex. Private vocational school principals need to understand that each individual has different preferences, needs and communication styles. Therefore, it is important to develop good interpersonal skills and adequate leadership abilities to facilitate positive relationships in their work environment.

Apart from that, it is also important for heads of private vocational schools to promote an organizational culture that encourages good relationships between people. This can include values such as mutual respect, open communication, collaboration, and team support.

Principals can be role models in promoting this culture and provide guidance to staff to follow the same example.

In the context of private vocational schools, which may have smaller environments and closer interaction between staff and students, the influence of human relations can be more significant. Therefore, heads of private vocational schools have the opportunity to create an environment that supports good human relations and has a positive impact on school performance.

In conclusion, human relations has a positive and significant influence on employee performance in various types of organizations, including in private vocational schools. Good human relations can increase productivity, motivation and satisfaction of staff and students. In the context of private vocational school principals, the ability to facilitate good relationships can contribute to school success and effective leadership. Therefore, it is important for heads of private vocational schools to understand the important role of human relationships in influencing school performance and strive to create an environment that supports good relationships in their work environment.

The Influence of Work Ethic on the Performance of Private Vocational School Heads

Work quality, namely attitudes and work that show dedication, commitment and discipline, also has a significant influence on employees who work in various types of organizations. Private vocational school principals, who are important leaders in educational settings, are also impacted by their work and its impact on schools. This article will discuss the impact of leadership on the performance of private school principals.

Waheo Farmanshah Hassing and Silqarnain's research shows the importance of ethics in employee development. They found that the work ethic was effective and beneficial for employees working at PT. Telkom Indonesia in Makasar. This research shows that people who have good work habits, such as dedication and commitment to their work, perform better.

Good work reflects a person's character and attitude towards his work. Job stability often involves discipline, responsibility, persistence, and the desire to complete tasks. In the context of private school leaders, their work ethic reflects their commitment to school success and student development.

Private Vocational School principals are key leaders within their schools, and their work ethic can be an example for staff and students. If principals have a strong work ethic and are dedicated to carrying out their duties, staff and students may be motivated to follow that example. A strong work ethic can also create a school culture that focuses on achievement and high performance.

A study by Chintya Ones Charli also shows the influence of work ethic on employee performance. This research found that employee work ethic has a positive and significant effect on employee performance at the West Sumatra Provincial Education Office. This confirms that work ethic is not only important for individuals, but also contributes to the overall performance of organizations or institutions, including private vocational schools.

A strong work ethic can create a productive and efficient work environment. Private vocational school principals who have a high work ethic will tend to focus on school goals and strive to achieve good results. They can also motivate their staff to work with more diligence and commitment in achieving school goals.

Apart from that, a strong work ethic also includes responsibility and discipline in carrying out tasks. Private vocational school principals need to perform a variety of leadership duties, including curriculum planning, resource management, relations with the school board, and more. A strong work ethic ensures that they perform these duties efficiently and responsibly.

In the context of private vocational schools, where competition in the world of education is very tight, a strong work ethic can also have an impact on school

competitiveness. A high work ethic can mean trying harder to achieve academic excellence and student achievement. This can attract the attention of students and parents who are looking for quality education.

Apart from that, a good work ethic also has an impact on the principal's relationships with staff, students and other stakeholders. Private vocational school principals who demonstrate dedication and commitment to their work can build better relationships with staff, who may feel valued and supported. This can create a positive work environment where staff feel motivated to contribute to their maximum potential.

On the other hand, a strong work ethic can also create a positive relationship between school principals and students. Students can feel motivated to achieve and develop well if they see their principal as an example who is dedicated to education.

However, it is important to remember that work ethic is something that can be built and improved. Private vocational school principals who may feel that their work ethic is not strong enough can take steps to strengthen it. This can include improving personal discipline, setting priorities, and committing to achieving school goals.

In conclusion, work ethic is an important factor in influencing the performance of heads of private vocational schools. A strong work ethic creates a productive and efficient work environment, motivates staff, increases school competitiveness, and builds good relationships with staff, students and other stakeholders. Therefore, school principals need to understand the important role of work ethic in their leadership and strive to develop a strong work ethic. In an educational context, a strong work ethic is one of the keys to school success and student development.

Research conceptual framework

Based on the problem formulation, discussion and relevant research, a conceptual framework for this article has been developed as shown in Figure 1 below.

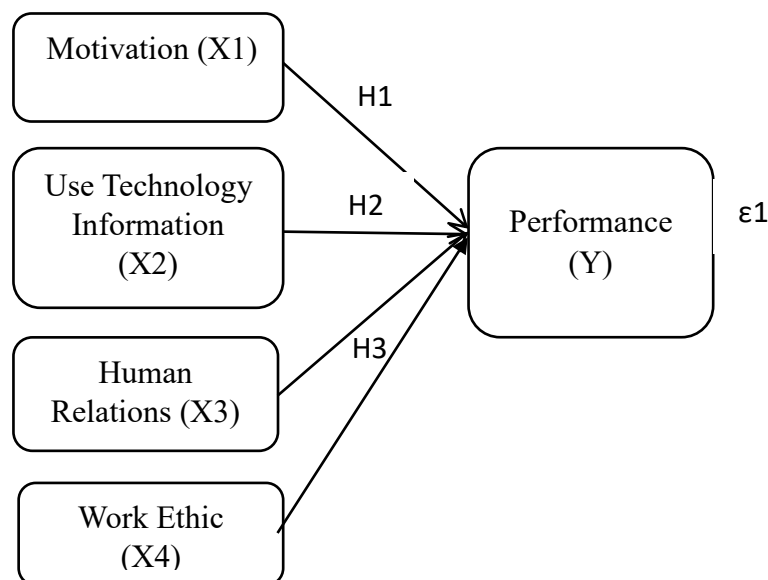


Figure 1: Conceptual Framework

A conceptual framework is a tool for describing the relationship between variables in a study. In this case, we will create a conceptual framework that includes the influence of motivation, use of information technology, human relations, and work ethic on the performance of heads of private vocational schools. The following is a conceptual framework that can be used:

Independent Variable:

1. Motivation (X1): This includes the level of motivation of PRIVATE VOCATIONAL SCHOOL heads in carrying out their duties. Motivation can include factors such as personal goals, intrinsic drives, and extrinsic drives.
2. Use of Information Technology (X2): This includes the extent to which heads of PRIVATE VOCATIONAL SCHOOLS use information technology in school management and decision making. This includes the use of hardware and software as well as technological skills.
3. Human Relations (X3): This includes the relationship between the principal and staff, students and other stakeholders. This includes communication skills, empathy, and the ability to build positive relationships.
4. Work Ethic (X4): This includes the level of dedication, commitment and discipline in work possessed by the school principal. Work ethic reflects their attitude and approach to work.

Dependent Variable:

Private Vocational School Principal Performance (Y): This includes achievement of goals, leadership effectiveness, student progress, and other factors that measure the extent to which principals are successful in carrying out their duties.

CONCLUSION

The following is a conclusion based on the discussion of the literature review article that has been discussed:

1. The Influence of Motivation on the Performance of Private Vocational School Principals: Motivation has a positive and significant influence on the performance of Private Vocational School Principals. Research shows that high levels of motivation can increase productivity, work quality and individual well-being. The right motivation can also motivate staff and students to achieve better results. Therefore, heads of private vocational schools need to understand the role of motivation in their leadership and create a motivating environment for all school members.
2. The Effect of Using Information Technology on the Performance of Private Vocational School Heads: The use of information technology has a positive influence on the performance of Private Vocational School Heads. By effectively utilizing information technology, principals can increase the efficiency of school operations, support better teaching and learning, and collect the data necessary to identify areas of improvement. However, heads of private vocational schools also need to be leaders who are innovation-oriented and ready to face the challenges of information technology that continues to develop.
3. The Influence of Human Relations on the Performance of Private Vocational School Principals: Good human relations in the school environment have a positive and significant influence on the performance of Private Vocational School principals. Principals who are able to build strong and positive relationships with staff and students can create an environment that supports motivation and productivity. A good work ethic and commitment to achieving school goals can also influence this relationship. Therefore, it is important for heads of private vocational schools to understand the important role of human relations in influencing school performance.
4. The Influence of Work Ethic on the Performance of Private Vocational School Heads: A strong work ethic has a positive impact on the performance of Private Vocational School Heads. Work ethic reflects attitudes and behavior that include dedication, commitment and discipline in work. Private vocational school principals who have a high work ethic will focus on school goals, inspire staff and students, and create a productive work

environment. Work ethic also reflects responsibility and discipline in carrying out leadership duties. In a competitive educational context, a strong work ethic can increase a school's competitiveness.

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