



Effect of Emotional Intelligence and work Motivation to Smp N Chief Innovation in the Jambi Province

Prof. Dr. Mukhtar*, Dr. Risnita**, Dr. Animar***, & Prof. Dr. Hapzi Ali****

*Professor And Director of Graduate Iain Sts, Jambi Indonesia

**Lecturer Postgraduate Iain Sts, Jambi Indonesia

***Graduate Alumni Iain Sts, Jambi Indonesia

****Professor of Management Graduate University of Mercu Buana, Jakarta Indonesia

Received; 09 November 2016 Accepted; 18 November 2016; © The author(s) 2016. Published with open access at www.questjournals.org

Abstract: Problems studied is the effect of Emotional Intelligence and Job Motivation towards Chief Innovation of SMP N in Jambi Province. This study is limited in three regencies / municipalities Merangin, Tanjung Jabung Timur, and the city of Jambi. The population of 118 with a sample of 30 Principal taken by using proportional stratified random sampling. This study is a quantitative analysis using the tools Line followed by analysis determinai (R square), t test and F test with alpha 5 percent. Prior to analysis with Path Analysis first tested the validity and realibilitas research instruments and analysis of classical assumptions. Analysis tools with SPSS 22.0 for windows. The results showed that Emotional Intelligence and Job Motivation positive and significant impact on the Chief Innovation. The better the Emotional Intelligence and Job Motivation Chief Innovations then Principal of SMP N in Jambi Province will get better and be able to develop innovations.

I. BACKGROUND TO RESEARCH

Studies on the effect of Emotional Intelligence and Job Motivation to Chief Innovations very interesting to study. Wahjosumodjo said, the principal can be defined as a functional staff of teachers who were given the task to lead a school where the learning process is held or where there is interaction between the teacher who gave lessons to students receiving lessons (Wahjosumodjo, 2008: 83).

In this connection, the National Education serves to develop the ability and character development and civilization of the nation's dignity in the context of the intellectual life of the nation, aims to develop students' potentials to become a man of faith and fear of God Almighty, noble, healthy, knowledgeable, capable creative, independent, and become citizens of a democratic and accountable. In order to realize the functions and objectives of the National Education will require innovative principals.

Innovation is defined as the principal activity of the creation of the changes and improvements made by the principal to introduce something new to replace the old lead to something better. According to Robbins innovation is a new idea that is applied to initiate or improve a product or products and services. (SP, Robbins and Mary Coulter, 2007) Innovation activity associated with the creation of changes and improvements. Meaningful change also introduces something new to replace the old lead to something better.

The school principal as the manager of educational programs as mandated by the Minister of National Education of the Republic of Indonesia Number 13 Year 2007 regarding Standard Principal or Principals. The duties and functions: 1) lead and manage the situation, controlling the activities of groups, organizations, or institutions, and became a spokesman for the group, 2) to convince others of the need for change towards a better condition, 3) reminded the ultimate goal of the changes, 4) help smooth the process of change, especially to solve the problem and foster relationships between the parties concerned, and connect people with the resources necessary funds.

It is understood that in order to perform its role and function as an innovator, principals should have the right strategy to establish a harmonious relationship with the environment, looking for new ideas, integrate each activity, provide an example to all educators in schools and develop teaching models innovative. The school principal will be reflected as an innovator of the ways he did his job in a constructive, creative, integrative, rational and objective, pragmatic, exemplary, disciplined, and adaptabel and flexible. Constructive meant that

enhancing the professionalism of educators in schools, principals should strive to encourage and foster each educational staff in order to develop optimally in doing tasks that falls to each of the teaching workforce.

But unfortunately, there is still some circumstances in junior high school who do not support the process. The school principal has not been able to change the input, process, output, through the creative process and innovative to succeed in responding to and anticipating changes in internal and external school, several factors are thought to influence the creativity and innovation of which is the motivation, emotional intelligence and leadership style.

The headmaster was challenged to be quick and responsive in taking the initiative, creative, even to be innovative so that makes it easier to influence school personnel to jointly achieve the goals of the school in line with the planning that has been set together.

The facts found by the data documentation personnel department 2015 bahwa Jambi Province Education Department Head of Junior High School in Jambi Province is quite a lot, and have a minimum qualification of a bachelor (S1). Total head of a junior high school in the province of Jambi is equal to the number of SMP that there are 528 people, with details: City jambi 25 SMP, Muaro Jambi 52 SMP Batanghari 46 SMP, Sarolangun 56 Junior High School District Merangin 58 Junior High School, Tebo District 56 Junior High School, Muara Bungo District 57 Junior High School, Kerinci District 51 Junior High School, River City Full 36 SMP Negeri, Tanjung Jabung Barat 56 SMP Negeri Tanjung Jabung Timur 35 Junior High School. Academic qualifications consist of: Diploma 98 people, 215 people qualified S1, S2 244 qualification, and qualification S3 yet. This means that 70% of junior high school principals in Jambi Province is qualified accordance with the mandate of Law No. 13 Year 2007 on Standards for School.

Furthermore, based on the initial survey, through a document review and interviews investigators found various forms of renewal of ideas and aspects of the aspects that made the principal's actions related to its role as an innovator, these innovations can be seen in the following table:

Table 1. Forms Programming made Principal of SMP N District Merangin
Forms Programming made Principal of SMP N District Merangin

No	Forms Development	Initial conditions	Current condition
A	Building	Study room number 22 class	Study room number 24 class
B	Means Learning	Not to have a Language Lab	Has had a Language Lab
		Not to have a room BK	Have had a room BK
		Do not Have Basketball / Volley	Had Had Basketball / Volley
		Not to have a place of worship	Has a place of worship
		Not to have a vehicle ward	Has had a ward vehicles
		Library R. size 7x9 m	Library R. size 7x15m
		KM / WC Master 2 pcs	KM / WC Teacher 3 pcs
		KM / WC Students 6 pcs	KM / WC Teacher 8 pcs
		The number of books in the Library 2470	The number of books in the Library 4438
C	Achievement Teachers, Students	Achievement teacher: Competition Tk outstanding teachers. Prov. 2 persons Tk. Kb / City 2	Achievement teacher: Competition Tk outstanding teachers. Prov. 2 persons Tk. Kb / City 2
		Student achievement: LCC Tk. SMP Kab. Merangin champion of the 2nd Not to follow the OSN Biology Pa chess champion 2 Competition has not participated poems copyright	Student achievement: LCC Tk. SMP Kab. Merangin champion of the 2nd Biology OSN champion to 1 Play chess champion Pa 1 Copyright poetry contest winner 1
D	Graduation	100%	100%

Table 2. Shape Innovations made Principal SMPN 6 East Tanjung Jabung.
Shape Innovations made Principal SMPN 6 East Tanjung Jabung

No	Forms Development	Initial conditions	Current condition
A	Building	Study room number 6 classes	Study room number 10 class
B	Means Learning	Yet have ICT Lab	Already have ICT Lab
		Not to have the school gate	Has had a school gate
		Do not Have Basketball / Volley	Had Had Basketball / Volley
		Not to have a place of worship	Has a place of worship
		Not to have a library space	Libraries have had space
		KM / WC Master 2 pcs and KM	KM / WC Master 2 pcs and KM /

		/ WC Students 6 pcs, does not work	WC Students 6 pcs, has been functioning
		Jumlah meja kursi 150 bh	Jumlah meja kursi 350 bh
C	Achievement Teachers, Students, and Staff	Student achievement: Musical Drama Competition Tk. PMR Madya the agility contest champions Tk. district LCC Tk. districts PHBs race champion TK. district PMR conducted STIKES race champion Tk. district	Student achievement: Musical Drama Competition Tk. PMR Madya the agility contest champions Tk. Province Second Place LCC Tk. Province PHBs race champion TK. Province Winner of the Provincial Competition held PMR STIKES
D	Graduation	100%	100%

Table 3. Shape Innovations made Principal SMPN 9 Jambi.
Shape Innovations made Principal SMPN 9 Jambi.

No	Forms Development	Initial conditions	Current condition
A	Building	Study room number 18 class	Study room number 20 classes
B	Means Learning	Yet have ICT Lab	Already have ICT Lab
		Not to have a multipurpose room	Has had a ballroom
		Do not Have Basketball / Volly	Had Had Basketball / Volly
		Not to have a place of worship	Has a place of worship
		Library R. size 9x7 m	Library R. size 16x7 m
		KM / WC Teacher 1 pcs KM / WC Student 1 pcs	KM / WC Master 2 pcs KM / WC Master 2 pcs
C	Achievement Teachers, Students, and Staff	Student achievement: LCC Tk. Jambi City junior champion of the 2nd 2nd OSN Tk. District / City 3rd Place Competition tournament Pa Volly	Student achievement: LCC Tk. Jambi City junior champion of the 2nd 1st OSN Tk. District / City 3rd Place Competition tournament Pa Volly
D	Graduation	100%	100%

Based on the background of a study, the purpose of this study was to investigate and analyze:

- 1) Effect of Emotional Intelligence to Chief Innovation;
- 2) Influence of Work Motivation towards Chief Innovation;
- 3) Effect of Emotional Intelligence and Job Motivation towards Innovation Principal SMP N Jambi Province.

II. LITERATURE AND HYPOTHESES

Chief Innovation

Innovation in terms of language is make changes (make changes) and introduce something new (to introduce new thing) (Roviq, 2012: 125). Innovations adopted from English, which is derived from the word innovation, the meaning is anything new or renewal, and some are calling the search terms which in English is called the discovery and invention, since the discovery of something new, whether new in the sense of engineering or that are completely new because it does not exist before.

Wahjosumodjo explained that the principals can be defined as a functional staff of teachers who were given the task to lead a school where the learning process is held or where there is interaction between the teacher who gave lessons to students receiving lessons (Wahjosumadjo, 2008: 83). Meanwhile, Sagala propose creative and innovative leader as follows: creativity is the ability to create new ideas and find a way of looking at problems and opportunities facing. While innovation is the ability to turn ideas into goods, services or processes to solve problems and take advantage of opportunities faced. Often some everyday many principals creative but not innovative. The headmaster of this sort only rich in ideas but was not able to innovate to transform his ideas into the form of goods or services to solve the problems that it faces. To solve the problems facing a person needs to have the creativity embodied in the form of innovation and ready to face the risks, especially in managing the school. (Syaiful Sagala, 2009: 180)

Indicators of Chief Innovations referred to here relates to the dimensions of change or innovation and improvement of managerial principals. Aspects of renewal include: changes in the preparation of school programs and changes to the organizational development of the school. While the dimensions of improvement in managerial aspects include: the empowerment of teachers in the learning process, improvements in the management of facilities and infrastructure, financial management, repair services, repair the use of

management information systems and information technology and improvements in monitoring and evaluation for the improvement of the overall school program to achieve the purpose of the school in order to be optimal.

Based on the theory that has been described, it can be understood what is meant by Chief Innovations in this study was a principal who has the ideas / new ideas and can be put into action through the creative process to be successful in responding to and anticipating changes in internal and external school.

The dimensions of Chief Innovations are: 1) aspect of the idea of indicators: a) konstruktivistik, b) trying to find new ideas, c) trying to build a school health and 2) aspects of the action indicators: a) accept responsibility, b) creating a open climate, c) give praise, d) discretionary, e) integrative, f) model, g) adabtable, and h) flexible.

Emotional Intelligence

Emotional Intelligence (EQ) is the ability to perceive according Nandang understand effectively apply the power and sensitivity of emotions as a source of energy, information and influence human connection. (Nandang Kosasih and Dede Sumarna2013: 174) Emotional Intelligence can also be regarded as the ability to hear the inner voice as a source of information. For owners of Emotional Intelligence is good, for him not only information obtained through the senses alone, but there are other sources, from within itself, namely conscience. However, an accurate definition of emotional intelligence is still a mystery unsolved and is still changing.

With the provision of tersebutlah Emotional Intelligence, anyone will be able determiner awareness of each person. Get sympathy and support and build togetherness in executing and implementing an idea or goal, including predicate taqwa with Allah. Victory will not arrive without sincerity and patience. Neither patient in conducting worship, or wait in receiving disaster. This form of patience can also be interpreted as the implementation of emotional intelligence. No patient means not to fall in love.

Based on the theory that has been described, it is the Emotional Intelligence in this research is the ability to manage the feelings that are controlled through thought and action that serves as the controller so it can be realized in the form of change. The indicators of Emotional Intelligence is a) monitoring feeling, b) understanding of self, c) be able to communicate, d) How to control impulses, e) the power of positive thinking, f) optimism, and g) empathy.

Work Motivation

Motivation is an important element that is in a person to achieve the best performance. According to Daniel in Suparno, said that the dominant motivation is critical of the behavior in an organization. This means that motivation as a means of stimulating the emergence of a person's morale so that if the motivation is not there then someone will be a critical state. These people will not be able to think creatively and what dikerjakanpun would be contrary to the expected. Then it can be understood that the motivation is the driving tool in someone's eager to do. (Suparno 2011: 32).

According to Abdul Aziz, Work in the broadest sense is a form of human efforts, both in terms of material or nonmaterial, intellectual or physical, as well as matters relating to the matter of worldly or keakhiratan. The notion of work in particular is issued human potential to meet the demands of life such as food, clothing, shelter, and an increased standard of living. Islam has a great attention to the work, both in general and specific sense. In the Islamic tradition, work rated as the highest (Abdul Aziz Al Khayyath, 2014: 22)

Based on the theory that has been described, it is a motivation Kerjadalam this study was the impetus to do a job, whether it came from within and encouragement coming from outside diri. Adapun dimensions of work motivation is is 1) Intrinsic indicators: a) the responsibilities, b) dare to accept the risk, c) there is no feedback, d) creative and innovative, e) clever to set the time in penyele-Saian tasks, and f) the desire to be the best, 2) ekstinsik indicators: 1. Financial: (a) salaries and wages, (b) allowances, 2. Inter-personal, and 3. Promotion.

Conceptual Framework.

Based on the objectives and review of the literature and previous studies the conceptual framework of this study is as Figure 1 below.

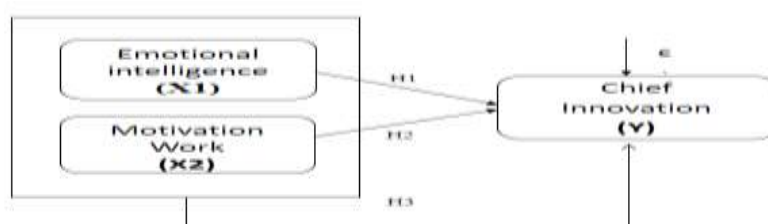


Figure 1: Conceptual Framework.

Based On Objective And Reviews Ref Then The Hypothesis Of This Study Is Is:

- 1) Emotional Intelligence influence on Chief Innovation;
- 2) Work Motivation effect on Chief Innovation;
- 3) Emotional Intelligence and Job Motivation effect on Chief Innovation of SMP N Jambi Province.

III. RESEACH METHODE

This study uses a quantitative research approach. According to John W. Creswell (2008: 46) *Quantitative research is a type of educational research in the which the researcher decides what to study, Asks specific, narrow question, collect quantifiable data is for the participant, using numbers Reviews These analyzes statistics and conduct the inquiry in an Unbiased, objective manner.* The quantitative research methods to test certain theories by examining the relationship between variables. These variables were measured using a research instrument, so that the data consisting of the numbers can be analyzed by statistical procedures.

Based on the issues and objectives, methods used in this study is a survey of a causal relationship, which will examine the patterns of relationships and the influence of direct and indirect, between exogenous (Emotional Intelligence (X1), and work motivation (X2), the endogenous variables Chief Innovation (Y).

In the design of the survey on social research methods, behaviors, or social phenomena described quantitatively (numbers). Social research is research that describes a practical phenomenon through various dimensions. The process is carried out, through a pattern of causality are tiered. Survey method is one method that is appropriate to do social research. Data analysis techniques in this study using the technique of path analysis. The target population in the study were all Principal of SMP N Jambi City, District Merangin and Tanjung Jabung Timur, totaling 118 principals.

Research samples can be done if the population is too large and spread out so it is difficult to reach by researchers, it is difficult in processing the data, requiring enormous costs, and too much time. Given the number of samples is 118 orangdibawah 150 subjects, this study used a sample of research, and a total sampling. 30 used as a sample test instruments and the remaining 88 people research sample.

Necessary data in this study are primary data and secondary data. (1) Chief Innovation, emotional intelligence, work motivation, and styles of school leadership, (2) phenomena / problems regarding the variables that occur at the sites. Furthermore, secondary data is data obtained indirectly means that data is retrieved through intermediaries without direct contact with the respondent. As for that including secondary data include: (1) the identity of the school (the school profile), (2) the identity of the principal, and (3) other secondary sources that support.

Sources of primary data consists of (1) the variable data research include: Chief Innovation, emotional intelligence, work motivation, and styles of school leadership, and (2) the phenomena / problems regarding the variables that occur in the study site, the data obtained directly from survey respondents, namely: Principal SMP N in Merangin District, Tanjung Jabung Timur, and the city of Jambi were selected as sample.

Furthermore, secondary data include: the condition of the school, the identity of the principal as well as other secondary sources that support obtained from each school without direct contact with the respondent.

Collecting data in this study using research instruments. Before drawing up the instrument performed first created conceptual definitions operationally for further emphasized got a score of variables. Instruments each variable are arranged in the form of Likert scale, conceptual definitions, operational definition, up to the grating instrument. Instrument before being implemented, first assessed the validity of the content, by asking for responses and views validators who have experience in the matter. Then the instrument has been tested, validated to obtain grains valid.

This study is a quantitative analysis using the tools Line followed by analysis determinai (R squire), t test and F test with alpha 5 percent, the analysis tool with SPSS 22.0 for windows.

Path analysis is one of the analytical tools developed by (Dillon and Goldstein in Hapzi Ali and Nandan Limakrisna, 2013: 137). Wright developed a method to determine the direct and indirect effect of a variable, where there are variables that influence (*exogenous variables*) and variables that are affected (*endogenous variables*)

IV. RESULT AND DISCUSSION

The following are descriptions of successive data on variable score Chief Innovations (X3), and variable data Emotional Intelligence (X1), motivation variable data KerjaX2). Complete data summary score for each variable can be seen in the following table.

Table. 4. Summary of Data Research Statistics
Summary of Data Research Statistics

		Emotional intelligence	Work Motivation	Chief Innovation
N	Valid	88	88	88
	Missing	0	0	0
Mean		128,86	113,78	129,40
Median		131,04	113,91	126,02
Mode		128,5 ^a	112,5 ^a	126,36 ^a
Std. Deviation		8,442	10,833	17,694
Variance		71,266	117,359	313,078
Range		40	54	87
Minimum		106	85	83
Maximum		146	139	170
Sum		11855	10468	11905

V. ANALISIS RESULTS

The coefficient of path analysis as table 5 below.

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-21,528	14,737		-1,461	,149
	Emotional Intelligence	,926	,151	,595	6,132	,000
	Work motivation	,257	,122	,204	2,098	,040

a. Dependent Variable: Chief Innovation

Source: Output SPSS 21.00 under windows

First hypothesis:

There is the influence of Emotional Intelligence (X1) to Chief Innovation (Y) SMP N in Jambi Province. Statistical Hypotheses: H0: $\rho_{41} \geq 0$; H1: $\rho_{41} < 0$

Criteria for testing the hypothesis H0 is rejected if t value $> t$ table, and H0 is accepted if t value $< t$ table. Based on the analysis of the data manually obtained by the path coefficients X1 to Y (ρ_{41}) = 0.595, with a significance level $\alpha = 0, 05$ and $df = 88$ values obtained table = 1.669. The result of the calculation to get the t value = 6,132.

Based on these criteria turns t value $> t$ table so H0 and H1 accepted. This means that the hypothesis which states Emotional Intelligence (X1) effect on Chief Innovation (Y) can be accepted as verified.

These results provide an understanding that a principal to pay attention and develop the values of leadership that he was able to appear as the principal innovative. That is the principal who is able to bring ideas or ideas and courage perform a series of actions change by utilizing the skills of existing resources in order to achieve the progress of the institution or organization he leads.

These results also suggest that a high school principal for more leverage in applying the measures as a leader who is able to adapt to various situations and conditions, the principal demanded an intelligent reading of the times, especially the development of education, thus principals take adjustment measures with these developments.

Then the principal is also seeking the ability to empower subordinate to the principle of professionalism. Empower subordinates means to leverage the potential of subordinates for progress institution, in this case the principal should be able to read what abilities by subordinates and placed at the corresponding position with his expertise.

Furthermore, the principal must be able to be a role model both in action and in speech, so that their actions are exemplary and the speech he delivered should be followed by all his subordinates, consistency between words with action, familiarize deeds of noble, is one way to give an example kindness to subordinates. Then appreciate subordinates with no favoritism, appreciate his work and physical, subordinates working partners with a humane approach is not enslaved by intimidation. Thus, a school principal who led the smart person will be able to become an innovative leader.

Second Hypothesis:

There is a direct effect of work motivation (X2) on Chief Innovation (Y) on the SMP N in Jambi Province. The second hypothesis states work motivation (X2) effect on Chief Innovation (Y). Statistical Hypotheses: H0: $p_{42} \geq 0$; H1: $p_{42} < 0$

Criteria for testing the hypothesis H0 is rejected if $t \text{ value} > t \text{ table}$, and H0 is accepted if $t \text{ value} < t \text{ table}$. Based on the analysis of the data manually obtained by the path coefficients X2 to Y (p_{42}) = 0.204, with a significance level $\alpha = 0, 05$ and $df = 88$ values obtained table = 1.669. The result of the calculation to get the $t \text{ value} = 2,098$. Based on these criteria turns $t \text{ value} > t \text{ table}$, so H0 and H1 accepted. This means that the hypothesis that states work motivation (X2) directly influence the Chief Innovation (Y) can be accepted as verified.

In the calculation of the analysis so clearly provide evidence that work motivation have a significant influence on the Chief Innovation. That means that the motivation arose, maintained, and developed in an organization will be able to contribute positively to the innovative spirit of a headmaster.

The findings provide insight that a school principal should be more concerned about the Work Motivation subordinates that developed in the institution he heads. This means that the higher the motivation Working in an agency will increasingly affect the Innovation leaders. Therefore, a school principal should be actively involved directing and also exemplifies habituation-conditioning either able to produce high motivation.

Motivation that develop within an organization is an accumulation of attitudes, actions, and habits shown by all beings who take shelter in the same organization. Therefore, Allah directs his servants to familiarize themselves competing or cultivate a competitive spirit in terms of goodness.

Third Hypothesis:

To answer the third hypothesis based Anova in Table 6 below.

Tabel 6. Anova
ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7619,689	2	3809,845	22,853	,000 ^b
	Residual	10336,095	82	166,711		
	Total	17955,785	84			

a. Dependent Variable: Chief Innovation
b. Predictors: (Constant), Emotional Intelligence, Work Motivation

Source: Output SPSS 21.00 under windows

There is the influence of Emotional Intelligence (X2) and work motivation (X2) on Chief Innovations (X3) at the Junior High School in the province of Jambi. The third hypothesis states Emotional Intelligence (X1) and work motivation (X2) directly influence the Chief Innovations (X3). Statistical Hypotheses: H0: $p_{4.21} \geq 0$; H1: $p_{4.21} < 0$

Criteria for testing the hypothesis H0 is rejected if the value of $F \text{ count} > F \text{ table}$, and H0 is accepted if the $F \text{ value} < F \text{ table}$. Based on the analysis of data obtained by the path coefficients X1 and X2 to Y ($p_{4.21}$) = 0.406, with a significance level $\alpha = 0, 05$ and $df = 88$ values obtained $F \text{ table} = 1.669$. The result of the calculation to get the value of $F = 22.853$. Based on these criteria turned out to be the $F \text{ value} > F \text{ table}$, so that H0 and H1 accepted. This means that the hypothesis which states Emotional Intelligence (X1) and Work Motivation (X2) on Chief Innovation (Y) can be accepted as verified.

Table 6. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df 1	df 2	Sig. F Change
1	,651 ^a	,424	,406	12,912	,424	22,853	2	62	,000

a. Predictors: (Constant), Emotional Intelligence, Work Motivation
b. Dependent Variable: Chief Innovation
Source: Output SPSS 21.00 under windows

(Syaiful Sagala, 2009: 180) suggests "Innovation is the ability to transform ideas into goods, services or processes to solve problems and take advantage of opportunities faced. Innovation is different from creativity. Creativity is more focused on idea generation whilst innovation focuses on how to realize the idea, because innovation is the process of realizing the idea, it would require the support of organizational factors and leaderships.

Based on the results of the analysis can be understood that the process, the new system, which gives a meaningful value or significantly (mainly economic and social). Innovation related to the creative activity changes and improvements. Meaningful change also introduces something new to replace the old lead to something better.

Change is a process that must happen, because in order to survive we have to adapt (adaptive) with developments both in the internal and eksternal. Innovation also requires a time-consuming process. Often a less instant process can produce something that is not optimal due to the lack of experience and observation variables, so as to achieve optimal results required preparation. (Syaiful Sagala, 2009: 180) suggests "Innovation is the ability to transform ideas into goods, services or processes to solve problems and take advantage of opportunities faced. Innovation is different from creativity. Creativity is more focused on idea generation whilst innovation focuses on how to realize the idea, because innovation is the process of realizing the idea, it would require the support of organizational factors and leaderships (leadership).

Other variables that influence the variable Innovation and Performance Officer, in this context, the principal basis of analysis of determination of this are: Innovation Leaders, Satisfaction Service Employees, Motivation, Organizational Culture, Work Environment, Competence, Performance, Assurance Career, compensation and others.

Furthermore, performance is based on the analysis of determination of this are: Innovation Leaders, Satisfaction Service Employees, Motivation, Organizational Culture, Work Environment, Competence, Performance, Assurance Career and Compensation influenced or built also by a number of factors or independent variables other examples of the results of other studies related and support the results of this study are:

Transformational Leadership and Organizational Culture positive and significant impact on the Innovation Leaders. That Transformative Leadership and Cultural Organization to develop properly in an institution or organization will provide a positive effect also for Innovation Leaders (Mukhtar, Risnita, Mohamad Muspawi, Hapzi Ali, 2016).

Knowledge Management and Work Commitment positive and significant impact terhadap Kepuasan Service Employees either partially simultaneously. Employee satisfaction can be increased through the Service Knowledge Management and Work Commitment. The better the Knowledge Management and Work Commitment, it can also increase the satisfaction of service employees were expected (Mukhtar, Risnita, M. Shoffa Saifillah, Hapzi Ali, 2016).

Organizational Culture, Organizational Climate and Leadership Style positive and significant impact on Organizational Commitment, either partially or simultaneously and have a positive impact also on Employee Performance (Nanda Limakrisna, Zulki Zulkifli, Hapzi Ali, 2016).

Table 7. Summary of results of research hypothesis testing.
Summary of results of research hypothesis testing.

No	Hipotesis penelitian	Uji statistik	(%)	Keputusan	Kesimpulan
1.	Terdapat pengaruh Kecerdasan Emosional (X_1) terhadap Inovasi Kepala Sekolah (X_3) pada Sekolah Menengah Pertama Negeri di Provinsi Jambi	$H_0:p_{31} \geq 0$ $H_1:p_{31} < 0$	87,14	H_0 ditolak H_1 diterima	Terdapat pengaruh
2.	Terdapat pengaruh Motivasi Kerja (X_2) terhadap Inovasi Kepala Sekolah (X_3) pada SMP N Provinsi Jambi	$H_0:p_{32} \geq 0$ $H_1:p_{32} < 0$	35,41	H_0 ditolak H_1 diterima	Terdapat pengaruh
3	Terdapat pengaruh Kecerdasan Emosional (X_1) dan Motivasi Kerja (X_2) terhadap Inovasi Kepala Sekolah (X_3) pada SMP N Provinsi Jambi.	$H_0:p_{3,21} \geq 0$ $H_1:p_{3,21} < 0$	57,6	H_0 ditolak H_1 diterima	Terdapat pengaruh

Based on the results of the analysis can be understood that the process, the new system, which gives a meaningful value or significantly (mainly economic and social). Innovation related to the creative activity changes and improvements. Meaningful change also introduces something new to replace the old lead to something better.

Change is a process that must happen, because in order to survive we have to adapt (adaptive) with developments both in the internal and external. Innovation also requires a time-consuming process. Often a less instant process can produce something that is not optimal due to the lack of experience and observation variables, so as to achieve optimal results required preparation.

Leaders, managers or staff in an organization or lembaga would be Able to carry out its duties and functions Effectively and efficiently if it is Able to empower all available resources. The resources available are:

man, money, machine, method Information Technology and other resources such as market and material (Hapzi Ali, 2009: 49).

V. CONCLUSSION AND RECOMMENDATION

Conclusion.

Based on the analysis and discussion of data processing that has been described in previous chapters. So is concluded in this study include:

- 1) Emotional Intelligence influence on Chief Innovations (X3) at SMP N in Jambi Province. Based on the results obtained by the path analysis calculation coefficient value 0.8206. Emotional Intelligence means significant impact for Chief Innovation;
- 2) Work Motivation effect on Chief Innovation at SMP N in Jambi Province. Based on the calculation of path analysis coefficient values obtained 0,539. So Work Motivation growing in institutions / schools have a significant influence for Chief Innovation;
- 3) Emotional Intelligence and Job Motivation towards Chief Innovation (X3) at SMP N in Jambi Province. Based on the results obtained by the path analysis calculation coefficient value 0.406. Emotional Intelligence means and work motivation high in institutions / schools have a significant influence for Chief Innovation.

RECOMMENDATION

There are still many other factors that mepengaruhi Chief Innovation apart from Emotional Intelligence and Job Motivation in Junior High School led the N in Jambi Province. It is based on the analysis summary or analysis of determination (R Square). It is necessary to study more incentive to look at factors that can increase the Chief Innovation of SMP in realizing the principal creative, innovative and have good leadership character.

REFERENCES

- [1]. Abdul Aziz Al Khayyath. Work ethics in Islam. Jakarta: Gema Insani Press. 2014.
- [2]. Hapzi Ali, H., Nandan, N.L., (2013). Research Methodology. Edisi 1, Cet. 1, Deepublish, Yogyakarta.
- [3]. Hapzi Ali, 2009, Management Information Systems, Base on Information Technology. ISBN: 978-979-19304-8-2, Hasta Cipta Mandiri, Yogyakarta.
- [4]. John W. Creswell, Educational Reserach: Planning, Conducting, and Evaluating Quantitative and Qualitative Research, NJ: Merrill Prentice Hall, 3rd ed, 2008.
- [5]. Mukhtar, Risnita, Mohamad Muspawi, Hapzi Ali, 2016. Influence of Transformational Leadership and Cultural Organization toward Chairman Innovation of STAI. (at The College of Islamic Religion of Private In Jambi Province). International Journal of Business and Commerce (ijbcnet.com), Proquest & Governicus index, ISSN:2225-2436, Vol. 5, No. 06.
- [6]. Mukhtar, Risnita, M. Shoffa Saifillah, Hapzi Ali, 2016. Effect of Knowledge Management and Work Commitment to Employees Satisfaction Services, (Study on Teacher Madrasah Aliyah Country Jambi Province). International Economic Research (IER) © Serials Publications 13(5). www.serialsjournal.com, ISSN: 0972-9380, Scopusindexed 0.123 (Q3), New Delhi, No. 13, Issue No. 5, page [2253-2266].
- [7]. Nanda Limakrisna, Zulki Zulkifli, Hapzi Ali, 2016, Model of Employee Performance : The Empirical Study at Civil Servants in Government of West Java Province, International Economic Research (IER) © Serials Publications 13(3), www.serialsjournal.com, ISSN: 0972-9380, Scopus indexed 0.123 (Q3), New Delhi, Vol. 13, No. 3, page [707-719].
- [8]. Nandang Kosasih dan Dede Sumarna. Quantum Learning and Optimization Intelligence. Bandung. Alfabeta. 2013.
- [9]. Rhoviq, Dip.T. Down the Line Development and Innovation Education in the area of the Third World. Surabaya. National Enterprises. 2012.
- [10]. Syafaruddin New Paradigm of Educational Leadership Educational Leadership Era Regional Autonomy. Jakarta. Quantum Teaching. 2010.
- [11]. SP. Robbins dan Mary Coulter. Management. edisi 8. New York: Prentice Hall. 2007.
- [12]. Suparno. Quality Analysis System Banking Employee Work. Bandung.: Kompas. 2011.
- [13]. Syaiful Sagala. Contemporary Educational Administration. Bandung. Alfabeta. 2009.
- [14]. Veithzal Rivaidan Dedy Mulyadi. Leadership and Organizational Behavior. Jakarta. Rajawali Pers. 2008.
- [15]. Wahjosumodjo, Leadership Principal. Jakarta. Raja Grafindo. Persada. 2008.