

**PENGURUSAN PENCAPAIAN AKADEMIK
PELAJAR SEKOLAH MENENGAH DI LUAR BANDAR:
KES EMPAT BUAH SEKOLAH MENENGAH
DI NEGERI KEDAH DARUL AMAN**

Tesis ini diserahkan kepada Sekolah Siswazah
untuk memenuhi sebahagian daripada keperluan
Ijazah Sarjana Sains (Pengurusan)
Universiti Utara Malaysia

Oleh
ZALEHA BT. SULAIMAN

KEBENARAN MENGGUNA

Dalam menyerah tesis ini, sebagai memenuhi keperluan pengajian lepasan ijazah Universiti Utara Malaysia (UUM), saya bersetuju pihak Perpustakaan UUM mengadakan tesis ini bagi tujuan rujukan. Saya juga bersetuju bahawa kebenaran untuk membuat salinan keseluruhan atau sebahagian daripadanya, bagi tujuan akademik mestilah mendapat kebenaran daripada penyelia saya atau semasa ketiadaan beliau, kebenaran tersebut boleh diperolehi daripada Dekan Sekolah Siswazah. Sebarang peyalinan, penerbitan atau penggunaan ke atas keseluruhan atau sebahagian daripada tesis ini, untuk pemerolehan kewangan tidak dibenarkan tanpa kebenaran bertulis daripada saya. Di samping itu pengiktirafan kepada saya dan UUM seharusnya diberikan dalam sebarang kegunaan bahan-bahan yang terdapat dalam tesis ini. Permohonan untuk kebenaran membuat salinan atau lain kegunaan, sama ada secara keseluruhan atau sebahagiannya, boleh dibuat dengan menulis kepada:

DEKAN
SEKOLAH SISWAZAH
UNIVERSITI UTARA MALAYSIA
06010 SINTOK, JITRA
KEDAH DARUL AMAN

ABSTRAK

Penyelidikan ini bertujuan untuk mengkaji faktor-faktor yang mempengaruhi pencapaian akademik pelajar di empat buah sekolah menengah luar bandar di Negeri Kedah Darul Aman. Seterusnya penyelidik mengkaji faktor-faktor yang mewujudkan perbezaan pengurusan pencapaian akademik pelajar sekolah efektif dan kurang efektif luar bandar di negeri yang sama . Responden yang dikaji terdiri daripada pengetna, guru, pelajar, ibu bapa/penjaga dan kemudahan sekolah. Data dikutip melalui temubual dan pemerhatian yang berpandukan empat set garis panduan yang disediakan. Data primer dianalisis secara diskriptif dan bersifat kualitatif dan disokong dengan data sekunder. Hasil kajian menunjukkan bahawa pengurusan pencapaian akademik pelajar berkait rapat dengan lima faktor berikut: pengalaman pengetna; komitmen dan dedikasi guru; taraf sosio-ekonomi ibu bapa dan penglibatan mereka dalam prestasi anak-anak serta Persatuan Ibu Bapa dan Guru; motivasi, aspirasi dan daya saing di kalangan pelajar; dan, kemudahan sekolah yang lengkap. Berdasarkan dapatan ini beberapa cadangan yang diberikan ialah: membasmi kemiskinan dengan lebih berkesan; melantik pengetua yang berpengalaman; mempertingkatkan profesionalisma perguruan; mengubah sikap ibu bapa dan pelajar; dan, menggunakan kemudahan fizikal sekolah yang sedia ada semaksima mungkin. Akhir sekali diharapkan satu kajian lanjutan yang menyeluruh dijalankan untuk memperoleh dapatan yang lebih mantap.

ABSTRACT

The purpose of this research was to study the factors that influence the management of the students' academic achievement of four rural secondary schools in Kedah Darul Aman. It was also to examine the factors that influence the differences in the academic achievement between the effective and less effective rural secondary schools in the some state. The respondents were the principals, teachers, students, parents and schools' facilities. The research data were collected by interviewing the respondents by means of four sets of interview schedule and by observing the schools' facilities. Primary data were analyzed and interpreted descriptively and in a qualitative manner. They were supported by secondary data. The study revealed that the management of the students' academic achievement was associated with five major factors namely : the principals' experience; teachers' commitment and dedication; parents socio-economic status and involvement in their children's performance and Parents Teachers Association; students motivation, aspiration and competition among themselves; and, a well-equipped facilities. Based upon the findings, a few recommendations were given. They were: eradicate poverty effectively; appoint experienced principals; upgrade teachers' professionalism; change the attitude of parents and students; and, maximize the use of existing schools' facilities. Finally, a more comprehensive study was proposed to substantiate the existing findings.

PENGHARGAAN

Dengan nama Allah yang Maha Pemurah lagi Maha Mengasihani. Syukur Alhamdulillah dengan limpah rahmatNya maka tesis ini telah dapat disempurnakan. Tesis ini juga berjaya disiapkan kerana hasil kerjasama dan galakan daripada berbagai pihak.

Setinggi-tinggi terima kasih saya ajukan kepada Prof. Madya Dr. Yusof Hasan dan En. Musafir Kelana selaku penyelia dan pembimbing yang sudi meluangkan masa, menyemak, memberi teguran membina dan menyumbangkan idea yang bermutu hingga ke akhir penulisan tesis ini.

Ucapan terima kasih kepada Dekan Sekolah Siswazah, Prof. Madya Dr. Ibrahim Abdul Hamid, dan Pengarah Institut Aminuddin Baki, Dr. Ibrahim Bajunid di atas kerjasama dan dorongan yang telah diberikan semasa pengajian.

Penghargaan kepada Bahagian Biasiswa dan Bahagian Perancangan dan Penyelidikan Pendidikan, Kementerian Pendidikan Malaysia, Jabatan Pendidikan Negeri Kedah, Pejabat Pendidikan Daerah Kubang Pasu, Pengetua-Pengetua, Penolong Kanan-Penolong Kanan, guru-guru, pelajar-pelajar dan ibu bapa-ibu bapa keempat buah sekolah yang dikaji di atas kerjasama yang diberikan dalam menyempurnakan tesis ini.

Akhir sekali penghargaan yang tidak terhingga kepada keluarga tersayang ke atas pengorbanan, kesabaran dan sokongan yang diberikan. Khas buat ibu yang sering mendoakan kejayaan anak-anaknya. Semoga usaha kita diberkati Allah.

Terima kasih.

KANDUNGAN

ABSTRAK	i	
ABSTRACT	ii	
PENGHARGAAN	iii	
KANDUNGAN	iv	
SENARAI JADUAL	v	
BAB 1	PENDAHULUAN	1
1.1	Pengenalan	1
1.2	Masalah Kajian	7
1.3	Tujuan Kajian	15
1.4	Soalan–Soalan Penyelidikan	17
1.5	Rumusan	17
BAB 2	ULASAN KARYA	19
2.1	Pengenalan	19
2.2	Pengetua	19
2.3	Guru	34
2.4	Pelajar	45
2.5	Ibu Bapa/Penjaga	59

2.6	:	Kemudahan Sekolah	69	
2.7	:	Rumusan	75	
Bab	3	:	KAEDAH KAJIAN	76
	3. 1	:	Pengenalan	76
	3. 2	:	Populasi dan Sampel	77
	3. 3	:	Instrumen Kajian	79
			3.3.1: Temubual	79
			3.3.2: Pemerhatian	82
	3. 4	:	Prosedur Kajian	83
	3. 5	:	Analisis Data	84
	3. 6	:	Batasan Kajian	84
	3. 7	:	Definisi Operasional	86
	3. 8	:	Rumusan	90
BAB	4	:	PENEMUAN KAJIAN	91
	4. 1	:	Pengenalan	91
	4. 2	:	Pengetua	92
	4. 3	:	Guru	104
	4. 4	:	Pelajar	114

4.5	:	Ibu Bapa/Penjaga	127
4.6	:	Kemudahan Sekolah	137
		4.6.1: Lokasi	137
		4.6.2: Keceriaan	139
		4.6.3: Kemudahan Fizikal	140
4.7	:	Rumusan	144
BAB 5 : KESIMPULAN 150			
5.1	:	Pengenalan	150
5.2	:	Pentingnya Kajian	151
5.3	:	Rumusan	163

BIBLIOGRAFI

LAMPIRAN

SENARAI JADUAL

Jadual 3.1 : Rekabentuk Kajian	76
Jadual 3.2 : Keputusan Sijil Pelajaran Malaysia (SPM)	78
Jadual 3.3 : Maklumat Asas Empat Sekolah Di Luar Bandar 1995	79
Jadual 4.1 : Taburan Pengetua Mengikut Umur	92
Jadual 4.2 : Taburan Pengetua Mengikut Tempoh Pengalaman	93
Jadual 4.3 : Taburan Guru Mengikut Umur	105
Jadual 4.4 : Taburan Guru Mengikut Tempat Lahir	105
Jadual 4.5 : Taburan Guru Mengikut Kelulusan	106
Jadual 4.6 : Taburan Guru Mengikut Tempoh Pengalaman mengajar	107
Jadual 4.7 : Taburan Pelajar Mengikut Jantina ^o	115
Jadual 4.8 : Taburan Pelajar Mengikut Jarak Rumah ke Sekolah	116
Jadual 4.9 : Taburan Menunjukkan Cara Pelajar Kesekolah	116
Jadual 4.10 : Taburan Menunjukkan Perbelanjaan Seharian Pelajar	117
Jadual 4.11 : Taburan Menunjukkan Tahap Pendidikan IbuBapa/Penjaga Pekerjaan	127
Jadual 4.12 : Taburan Menunjukkan Pekerjaan Ibu Bapa/Penjaga	128
Jadual 4.13 : Taburan Menunjukkan Bilangan Anak Dalam Keluarga	129

BAB 1

PENDAIULUAN

1.1 **Pengenalan**

Masyarakat Malaysia hari ini telah berkembang dengan pesat selaras dengan perkembangan masyarakat dunia. **Tajul Ariffin dan Nor'Aini (1992)** berpendapat sistem pendidikan Malaysia terpaksa menerima cabaran ini kerana proses perkembangan sesuatu masyarakat seringkali dikaitkan secara langsung dengan sistem pendidikannya. Pendidikan sejak zaman berzaman telah diakui sebagai unsur terpenting dalam pembangunan tamadun manusia. **(Ibrahim Mamat, 1993)**. Perkembangan ekonomi dan sosial yang berlaku di banyak negara dicetus oleh pendidikan. Pendidikan digunakan sebagai alat untuk menimbulkan kesedaran politik dan sosial, di samping mengeluarkan tenaga mahir dan warganegara yang intelektual. Ditambah pula dengan faedah-faedah yang dapat dinikmati oleh orang perseorangan hasil daripada pendidikan yang boleh dilihat dengan nyata.

Pada tanggal 28 Februari 1991, Perdana Menteri Malaysia, Y.A.B. Datuk Seri Dr. Mahathir Mohamad dalam Persidangan Pertama Majlis Perdagangan Malaysia telah mengemukakan arah masa depan negara kita dan bagaimana kita patut berusaha mencapai matlamat membangunkan Malaysia menjadi sebuah negara

The contents of
the thesis is for
internal user
only

BIBLIOGRAFI

- Abd. Karim b. Mohd. Nor. "Characteristics of Effective Rural Secondary Schools in Malaysia", Tesis University of Wisconsin, 1989.
- Abd. Karim b. Mohd. Nor. "Ke Arah Kecemerlangan: Implikasi dari Kajian Sekolah Efektif", **Jurnal Pengurusan Pendidikan**, IAB KPM Jilid 3, Bil 7, 1993, ms. 5.
- Abd. Main bin Salimon. "Penilaian Program Latihan Pengajaran dan Pembelajaran, Perkaitan Gred Peperiksaan dan Tanggapan Pelajar Terhadap Aktiviti Pengajaran - Pembelajaran", **Institut Aminuddin Baki, 1993** ms. 1 - 2.
- Abd. Rahim Abd. Rashid. "Penyeliaan Mengajar Di Sekolah Meningkatkan Kualiti Pendidikan", **Utusan Melayu**, Jun 1978, ms.8.
- Abd. Syukor bin Abdullah "Membina Pengurusan Sekolah Yang Berkesan, Pengurusan Setempat, "Empowerment" Dan Kepimpinan Sebagai Inisiatif Polisi" , **Seminar National Ke-3**, 1 AB, 1993.
- Adnan Khamis "Pertalian Antara Sikap Pelajar Terhadap Mata Pelajaran Dan Kaitannya Dengan Pencapaian Akademik", **Journal Pendidikan - Universiti Kebangsaan Malaysia**, 1985/86 ms. 1 - 2.
- Albatch, P.G. "Key Issues of Texbook Provision in the Third world", **Prospects**, 13 (3), 1983, ms. 315 -325.
- Alageswary, K. "Leadership Behaviour of Primary School Headmaster in Selangor and the Federal Territory", Tesis Sarjana Pendidikan Universiti Malaya, Kuala Lumpur, 1980.
- Al Ramaiah. "Keperluan Meningkatkan Lagi Prestasi Kepimpinan Pendidikan Di Sekolah", **Masalah Pendidikan, 1993**, ms. 11 - 29.
- Al Ramaiah. **Kepimpinan Pendidikan : Cabaran Masa Kini**. Kuala Lumpur : IBS, 1993.
- Arshad Sulaiman. "Usaha Meningkatkan Lagi Prestasi Kepimpinan Pendidikan Di Sekolah", **Masalah Pendidikan, 1993**, ms. 25 - 28.

- Arshad Sulaiman "Usaha Tingkatkan Pencapaian SPM", **Utusan Malaysia. 25** Januari 1994, ms. 25.
- Atan Long "Tanggungjawab, Peranan dan Sumbangan PIBG Dalam Pendidikan", **Jurnal Pendidikan Komuniti**, Jilid 1, Bil. 1, April 1993 ms. 37 – 39.
- Avalos, C.D. "Teacher Effectiveness" Research in The Third World Highlights of a Review, **Comparative Education, 6 (I), 1980** ms. 45 – 54.
- Bahagian Perancangan dan Penyelidikan Pendidikan. Dari Meja Pengarang. **Nadi Pendidikan Jld. 6 (1), 1993**, ms. 5.
- Barwichk, J.M dan Arbuckle, D.S. "A Study of the Relationship Between Parental Acceptance, and tha Academic Achievement of Adolescents", **The Journal of Educational Research, 1962** ms. 148.
- Berger, E.H. **Beyond the Classroom St. Louis**. CV Mosby Co. 1983.
- Berube, M.R., **Educatioan and Poverty • Effective Schooling in the United States and Cuba**. Greenwood Press, 1984.
- Beyer, B.K. **Inquiry in the Social Studies Classroom**, Second Edition, Columbus : Charles E. Merril, 1979.
- Bhasin, "The Islamic Learning Centre of Indonesia", **The Peasants and Rural Education, Ideas and Action, 1977**. ms. 22 – 23.
- Blase, J.L. "A Qualitative Analysis of Teacher Stress: Consequences for Performance", **American Educational Research Journal, 1986, 23** ms. 13 – 40.
- Bogdan, T. **Introduction to Qualitative Research Methods. The Search For Meanings** (Second Edition) New York : John Wiley and Sons, 1904.
- Boles, H.W. Educational Leadership And Accountability Dalam Jones, P.J. **Reading and Cases In Educational Administration**. Vol.6, WAIT, 1976.
- Bowles, S. and Le H.M. "The Determinant of Scholastic Achievement. An Appraisal of Some Recent Evidence", **The Journal of Human Resource, 1968**. ms. 8 – 24.

Brookover, W.T. and Lezotte, L.W. **Changes in School Characteristics Coincident With Changes Students Achievement No. 17 Occasional Paper.** Institute of Research on Teaching, Michigan State University, 1979.

Campbell, R.F. and Corbally, J.E. Njstrard, R.O., **Introduction to Educational Administration.** 6th Edition, Allyn and Bacon Inc. 1983.

Chase, F.S. "Factors for Satisfaction in Teaching A Comparative Investigation of Principal Behaviour and the School Climate", **Journal of Educational Research**, 66 (3) November 1972, ms 103 - 105.

Clark, T.A and McCathy, D.R. "School Improvement in New York City. The Evolution of a Project", **Educational Research**. 1983, ms. 17 - 24.

Cohn, E. and Rosmiller, R.A. "Research on Effective Schools : Implications for Less Developed Countries", **Comparative Education Review** 3 1 (3) ms. 377 - 399 (1987).

Cole, S. **The Sociological Orientation and Introduction to Sociology.** 2nd ed. Chicago: Rand McNally College Publishing Co., 1979.

Coleman, J.S. et al. **Equality of Educational Opportunity.** Washington: US Government Printing Office, 1966.

Copeland, W.D. "Equality and Educational Opportunity Department of Health", **Education and Welfare**, Washington D.C : U.S. Government, 1987.

Cross, N.C. Herrio, R.E. "Staff Leadership in Public Schools : A Sociological Inquiry", New York : John Wiley and sons. Dipetik dalam Hussein Mahmood. **Kepimpinan dan Keberkesan Sekolah.** Kuala Lumpur : DBP, 1993.

Davenport, S. "Empowerment in Process : Educating **Parents as Advocates for School Report in Chicago, 1985 - 1990**", Disertasi, Northern Illinois University, 1990.

De Bono, E. **De Bono's Thinking Course.** London : BBC Books, 1981.

Denham, C. and Lieberman, A. **Time to Learn** U.S. Department and Education National Institute of Education Workshop, D.C., 1980.

Douglas, E. **The Home and the School**, London: MacGibbon dan Kee, 1964.

Eisner, E.W. **Cognition and Curriculum : A Basis for Deciding What To Teach**. New York : Longman, 1982.

Fraser, N. **Home Environment and the School**. London : University of London Press Ltd., 1959.

French, R.R. and Raven, B. **The Base of Social Powers** Ann Arbor Michigan Institute of Social Research, 1959.

Fuller, B. "What School Factors Raise Achievement in the Third World?", **Review of Educational Research**. 1987, ms. 20 - 25.

Garret, H.F., **Statistics in Psychology in Large City High Schools**. New York. Syracuse University Press, 1967.

Ginsberg, J., **Functios of the Executives**, Cambridge : University Press, 195.

Girad, R. **Problems of Sociology in Education**. London: Jessica Kingsley Publishers, 1990.

Goldstein, M.J. and Sarason J.Q "A Study of Anxiety and Learning", **Journal of Social Psychology**, 1962 ms. 166 - 173.

Good, T.L. "Classroom Research : A Decade of Progress", **Educational Psychologist**, 1983, ms. 127 - 144.

Goodman, S.M. **The Assesment School Quality**, New York : State of Education Dept., 1959.

Gowan J.C. "Summary of the Intensive Study of Twenty Highly Selected Elementary Women Teachers", **Journal of Experimental Evaluation**, 1957, ms. 60 - 61.

Gross et al. **Input and Output in Large City High School**. New York: Syracuse University Press, 1971.

Guskey, T.R. "Staff Development and the Process of Teacher Change", **Educational Research**, 15 (5), ms. 1986.

- Hanafi Kamal. "Implikasi Beberapa Teori Kepada Kepimpinan Di Sekolah", **Jurnal Pendidikan**. Universiti Kebangsaan Malaysia, 1985, ms. 20 - 22.
- Hall, G.E., dan Hord, S.M. **Change in Schools: Facilitating the Process**, Albany : State University of New York Press, 1987.
- Handly, C. **The Age of Unreason**. London: Arrow Books, 1990.
- Hanushek, E.A "The Economics of Schooling : Production and Efficiency in Public Schools", **Journal of Economic Literature : 1986**, ms. 41 - 79.
- Hamidah Atan. "More to Enhance Performance of Rural Student", **New Straite Times**. 9 Jun 1995, ms. 7.
- Hare, I. "School Social Work and Effective Schools", **Urban Education. 1988**. ms. 4.13 - 428.
- Herron, F.R. "Leadership Styles of Elementary School Principals and Their Impact on Students' Achievement", Dissertation, 1993.
- "Home Postings for New Teachers", **New Straits Times**. 7 Mei 1994, ms. 4.
- Hurlock, E.B. **Personality Development**. New York: Mc Graw Hill, 1974.
- Hussein Mahmood. **Kepimpinan dan Keberkesanan Sekolah**. Kuala Lumpur: DBP, 1993.
- Hussein Mahmood. "Ke Arah Kecemerlangan Sekolah : Satu Pendekatan", **Journal Guru Ke Arah Pembinaan Budaya Ilmu**. 16 Mei 1992.
- Holt, J. **How Children Learn**. New York: Pitman Publishing Corp. 1967.
- Holt, J. **How Children Fail**. Hommondsworth: Penguin, 1970.
- Ibrahim Mamat. **Kepimpinan Sekolah Teori Untuk Praktis**. Kuala Lumpur: Kumpulan Budiman Sdn. Bhd. 1993.
- Ibrahim Saad. **Isu Pendidikan Di Malaysia**. Kuala Lumpur: DBP, 1986.
- Jagdish Raj Sharma. "Peranan Ibu Bapa: Pespektif Yang Terabai?", **Masalah Pendidikan**. 1983, Jilid 10, ms. 83 - 90.

- Jenks, C. et al. **Inequality; A Reassessment of the Effect of Family and Schooling in America.** New York: Basic Books, 1972.
- Kamaruddin Hj. Kachar. **Perkembangan Pendidikan Di Malaysia.** Kuala Lumpur : ASAS Sdn. Bhd. 1969.
- Katz, D., "The Functional Approach to the Study of Attitude". **Opinion Quaterly. 1966**, ms. 163 – 204.
- Kementerian Pendidikan Malaysia.** "Pendidikan Di Malaysia". (Bahagian Perancangan dan Penyelidikan Pendidikan) Kuala Lumpur : DBP, 1986.
- Kementerian Pendidikan Malaysia,** "Kajian Keciciran", Kuala Lumpur : DBP, 1993.
- Kementerian Pendidikan Malaysia"** Laporan Jawatankuasa Mengkaji Taraf Pelajaran Di Sekolah-Sekolah", Kuala Lumpur : DBP, 1989.
- Kerlinger, F.N. "Foundation of Behavioural Research", **New York: Opinion Quaterly. 1973**, ms. 163 ~ 204.
- Klien, J and Atkin, E. **The Political Economy of Urban School.** Cambridge : Harvard University Press, 1972.
- Klitgaard, R.E. and Hall, G.R. "Are There Unusually Effective Schools?", **The Journal of Human Resource, 1975**, ms. 90 – 106.
- Klopf, J.G. "A Taxonomy of Educational Leadership" **National Association of Elementary School Principals.** 1972, Vol. III, Bo. 5. ms. 15 – 16.
- Koster, P.L.M. "Leadership Skills, Practices and Behaviours of Effective Principals in Effective School", Dissertation, 1994.
- Kumar, L.M. "Three Effective Schools in Puerto Rico", Disertasi, 1994.
- Kuo Sheng-Yu. **Pelajar Bermotivasi.** Kuala Lumpur : DBP, 1983.
- Lerch, J. "An Analysis of the Correlation Between School Achievement and the Competition Motive", **Psychological Bulletin. 1983**, ms. 21 – 31.
- Lipham. J.M. **Effective Principal Effective School.** Reston: National Association of Secondary School Principals, I98 1.

- Lockheed, M.E., Vail, S.C. and Fuller, B Di petik dalam Abdul Karim b. Mohd. Nor. "Characteristic as of Effective Rural Secondary Schools of Malaysia". Tesis - University of Wisconsin, 1989.
- Lowler, E. E. **Managerial Attitudes and Performance**. Illinois : Irwin Publication Co. 1960.
- Maehr, M.L. **Masalah Pendidikan**, Jilid 17, 1993, ms. 11 - 12.
- Mager, R. **Developing Attitude Towards Learning**, Palo Alto: Fearon Press, 1968.
- Mahadzir Khalid "Meningkatkan Prestasi Pelajar Luar Bandar", **Utusan Melayu**. 22 Mei 1995, ms. 1 I.
- Markle, S.M. "Teaching Conceptual Network", **Journal of Instructional Development**. 1977 ms. 13 - 17.
- Marimuthu, A. "Social Class and Other Correlates of Educability : A Review of Research". Dalam Khoo Phon Sai et al. **Fikiran Mengenai Pendidikan di Malaysia**. Kuala Lumpur : Utusan Publication Sdn. Bhd., 1983.
- Mayer, B. **Thinking Problem Solving, Cognition**. New York: Allyn Bacon, 1983.
- McCelland "The Encyclopaedia Dictionary of Psychology", 1961, ms. 3.
- Miller, W.C. **Educational Opportunity and the Home**. London: Longman, 1971.
- Moegiadi, M.C. and Elley W.B. "Evaluation of Achievement in the Indonesian Education System, In B.H. Choppin and T.N. Postlethwaite (Eds), **Evaluation in Education: International Progress**. Vol. 2 No.4 Oxford: Pergamon Press, 1979.
- Mohd Fadzilah. " Modul Kecemerlangan Pelajar ". Pusat Pengembangan dan Pendidikan Lanjutan, UPM 1993.
- Mohd Majid Konting. **Kaedah Penyelidikan Pendidikan** Kuala Lumpur: DBP, 1993.
- Mohd Nor Che Nor **Asas Pendidikan Satu Pengenalan** Petaling Jaya, Flo Enterprise Sdn. Bhd. 1990.

Mukherjee, H.G. "The Principal Staff Leadership Role: A Survey of Principals and Teacher Expectation in Selected Petaling Jaya and Kuala Lumpur School." **Tesis Sarjana Pendidikan**, Universiti Malaya, Kuala Lumpur.

Murad b. Mohd. Nor. "Kajian Keciciran: Kementerian **Pendidikan Malaysia**, 1970.

Murnane, R.J. Maynard, R.A and Ohis, J.C. "Home Resources and Children's Achievement", **The Review of Economics and Statistics**, 1981, 63 (1) ms. 369 - 377.

Murnane, R.J. "Interpreting the Evidence Effectiveness", **Teachers College Record**. 83 (1), 1981 ms. 19 - 35.

M. Wasiullah Khan. **Education and Society in the Muslim World**, Jeddah: Hodder and Stoughton, 1981.

New Straits Times. 3 Oktober 1993, ms. 5.

Nickerson R.S. "Thoughts on Teaching Thinking", **Educational Leadership**. ms. 21 -24.

Omardin Hj. Shaari. "Peranan Kelas Sosial Perkaitannya Dengan Pencapaian Akademik di Kalangan Pelajar Kita", **Berita Bahagian Pendidikan Guru**. Kuala Lumpur, DBP: Disember 1984.

Omar Mohd Hashim. **Pendidikan : Persoalan Penyelesaian dan Harapan**. Kuala Lumpur DBP, 1993.

Othman Ghazali. "An Investigation of the Sources of Job Satisfaction of Malaysian School Teachers", Ph.D Dissertation. UCLA, 1979.

"Pencapaian Akademik Pelajar Belum Meningkat" , **Utusan Malaysia**, 14 November 1986, ms. 2.

"Penempatan Guru, Jabatan Perlu Tegas", **Berita Minggu**, 10 September 1993, ms. 27.

Perry, P.D. "Quality of Teacher Worklife and Classroom Practices in Botswana", **International Journal of Educational Development**, Volume 15, Number 2, April 1995.

- Philips, J.A. "Memperkembangkan Daya Pemikiran Pelajar Melalui Mata Pelajaran KBSM", **Journal Pendidikan Guru**, 1992, ms. 1 – 2.
- Polya. **G. Mathematical Discovery**. New York: Wiley, 1965.
- Porter, L.W. Hackman, L.R and Lowler, E.E. **Behaviour in Organisation**. New York: McGraw Hill, 1975.
- Postlethwaite, T.N. "Sucess and Failure in Schools", **Prospects**. IO (3), 1980, ms. 247 – 263.
- Purkey, S.C and Smith, M.S. "Too Soon to Cheer? Synthesis of Research on Effective Schools", **Educational Leadership**. 40 (3), 1982, ms. 64 – 69.
- Pusat Perkembangan Kurikulum. **Falsafah Pendidikan Negara**. Kuala Lumpur : DBP, 1990.
- Rahimah Hj. Ahmad. "The Relationship Between and Among Leadership style, School Climate and Student Achievement in the Elementary School Principalship in The Federal Territory of Kuala Lumpur, Malaysia", Disertasi Doktor Falsafah, University of Southern California, 1981.
- Reed, A.M. "An Approach to Leadership Training", **Educational Leadership**. 1967, ms. 23 – 27.
- Reimer, E. **School is Dead**. Harmondsworth: Penguin, 1975.
- Robiah Sidin. "Pendidikan/Latihan Perniagaan Vokasional di Semenanjung Malaysia", **Suara Pendidik**. Mei 1976, ms. 15 – 19.
- Roseblum, S. Jastrzab, J. Brigham, N. **The Role of the Principal in Charge**. Cambridge: ABI Inc., 1980.
- Rosenthal, R. and Jacobson, L. **Pygmalion in the Classroom**. New York : Rinehart and Winston Inc., 1968.
- Rosmiller, R.A. "Time – on – Task : A look of What Evoke Time for Instruction", **NASSP Bulletin**. 67 (465), 1983, ms. 45 – 49.
- Rowan, B., Bossert, S.T., and Dwyer, D.C "Research on Effective Schools", A Cautionary Note. **Educational Research**. 12 (4) 1983, ms. 24 – 31.

Sartain, A. **Psychology : Understanding Human Behaviour.** New York : McGraw Hill, 1962.

Sauer, J. and Gatringer, C. "Social, Family, Cognitive and Motivational Determinants of School Achievement : A Contribution Towards a Structural Model of Determinants of School Success in Elementary School Pupils", **Journal of Sociology and Social Psychology.** Vol. 37 (2), 1985, ms. 288 – 309.

Schumacher, S. dan McMillan, H. **Research in Education: A Conceptual Introduction.** New York : Harper Collus College Publishers, 1993.

Sergiovanni, T.J. **The New School Executive : A Theory of Administration.** New York : Harper and Row Publishers Inc. 1980.

Sharifah Alwiyah Alsagoff. **Psikologi Pendidikan : Konsep Asas Psikologi dan Psikologi Pendidikan, Psikologi Pembangunan.** Petaling Jaya : Longman, 1989.

Slavin, R.E. "A Theory of School and Classroom Organisation", **Educational Psychologist.** 1989, ms. 89 – 108.

Spiegel, A.N. "Student – School Variables Related to the Academic Engagement of At-Risk Student", Disertasi. 1995.

"SPM Tiada Peningkatan", **Utusan Malaysia.** 15 Mac 1992.

Stodgill, R.M. **Individual Behaviour and Group Achievement.** New York : Oxford University Press, 1959.

Stodgill, R.M. **Handbook of Leadership.** New York : The Fress Press, 1974.

Tajul Ariffin bin Noordin dan Nor'Aini bte Dan. **Pendidikan dan Wawasan 2020, Falsafah.** Perguruan dan Persekolahan, Kuala Lumpur : Arena Ilmu Sdn, Bhd, 1992.

Tajul Ariffin bin Noordin. "Tanggungjawab, Peranan dan Sumbangan PIBG dalam Pendidikan", **Jurnal Pendidikan Komuniti.** Jilid 1 Bil 1, April 1993, ms. 42 – 45.

Tanalot Hj. Liwangsa. "Masalah Perkembangan Kanak-Kanak Pemulihan", **Jurnal Pendidikan**. 1990, ms. 1 – 3.

Tan Hui Leng "Mengajar Kemahiran Berfikir dan Kemahiran Belajar", **Jurnal Pendidikan Guru**. 1993 ms. 15 – 20.

Tan, k.W. "Education As a Vehicle For Reducing Economic Incquality in Malaysia", **Dalam Kertas Seminar Modernization and Malaysian School Science Association**. Kuala Lumpur, 1983.

Taylor, S.J., and Bogdan, R. **Introduction to Qualitative Research Methods. The Search for Meanings** (2nd Ed.) New York: John Wiley and Sons 1984.

"Teacher's Role in Academic Excellance", **Straits Times**. 20 Mei 1991, ms. 19.

Thandi, H.S. **The Relationship Between Principals Professional Leadership and Teachers Feelings of Power in Malaysian Schools**. Disertasi Doktor Falsafah, Universiti Malaya, Kuala Lumpur, 1978.

Thomas, P. "The Structures and Stabilities of Learning Approaches", Tesis Doktor Falsafah, University of Queensland, Australia.

Triandis, H.C. **Attitude and Attitude Change**. New York : John and Wiley, 1978.

Tuckman, H.D. "High School Input, Their Contribution to School Performance", **Journal of Human Resources**. 6 Fall, 1971, ms. 95 – 100.

Tuckman, B.W. **Conducting Educational Research**. London: Harcourt Brace Javannorich Publisher, 1978.

Udai Pareek. **Education and Rural Development in Asia**, New Delhi: Oxford and IBH Publishing Co. 1982.

Utusan Malaysia. 21 Jun 1986, ms. 6.

Utusan Malaysia. 9 Mac 1995, ms. 4.

Utusan Malaysia. 14 November 1986, ms. 2

- Vulliamy, G. School "Effectiveness Research in Papua New Guinea", **Comparative Education**. **23** (2), **1987**, ms. 209 – 223.
- Wan Mohd. Zahid Mohd Nordin. "Pengisian Wawasan Pendidikan", Kertas Kerja Dalam Pendidikan Nasional. 1 AB, Genting Hinglands, 1993, ms. 8 – I 1.
- Wan Mohd. Zahid Mohd Nordin. "Ke Arah Perlaksanaan Nilai-Nilai Murni dalam KBSM: Falsafah Pendidikan Negara", **Seminar Nilai-Nilai Murni: Merentas Kurikulum Dalam KBSM**. Universiti Kebangsaan Malaysia, **1988**.
- Weber, G. **Inner City Children Can be Taught To Read: Four Successful Schools**. Washington, D.C.: Council for Basic Education, 1971.
- White, K.P. "The Relation Between Socio Economic Status and Academic Achievement", **Psychological Bulletin**. **91** (3), 1982, ms. 461 – 48 1.
- Wideen, M.F. dan Andrews I, "Implications for Practice", Dalam D. Hopkins dan M. Wideen. **Alternatives Perspectives on School Improvement**. New York : The Falmer Press, 1984, ms. 189 – 200.
- Wiggins, T.W. "A Comparative Investigation of Principals Behaviour and School climate", **The Journal of Educational Research**. **66** (3), **1972**, ms. 103 – 105.
- Wildasin, R.L. "Relationships of Selected School Condition Variables and Student Achievement", : **A Correlation Study of EQA and Tells**. Disertasi, Temple Universtiy, 1992.
- Willms, J. D. **Monitoring School Performance, A Guide for Educators**. London : The Falmer Press, 1992.
- Willis, Q. "The Work Activity of School Principals : An Observational Study", **The Journal of Educational Administration**. **18** (1), **1980**, ms. 27 – 53.
- Wilson A. "A Social and Equal Educational Opportunity", **Harvard's Education Riview**. **1968**.
- Wright, J. dan Nuthall, S. **Human Organisation**. Boston: The Riverside Press, 1970.

Wyant, S.H., Reinhart, D.L. dan Arends, R.I. **Of Principals and Projects**. Reston : Association of Teacher Eduators, 1980.

Yee A.H. "Interpersonal Attitudes of Teachers and Advantaged and Disadvantage Pupils", **Jurnal of Human Resources**. 1968, ms. 27 – 45.

Yahya Ahmad "Mendidik Anak Mesti Serius", **Utusan Malaysia**. 2 September 1994, ms. 23.

Yap Teong Hoon dan James Fernandez "Guru Besar dan Pentadbiran Sekolah", **Jurnal Kementerian Pendidikan Malaysia**. Jilid 29 (66), 1985, ms. 12 – 19.

Zaidatol Akmaliah Lope Pihie. "Pengurusan Sekolah Yang Efektif", **Kementerian Pendidikan Malaysia**. Disember 1987, Jilid 13, ms. 59 – 60.