Effect of Knowledge Managerial and Organizational Culture to Professionalism of Principal (A Study on SMP Negeri Jambi Province)

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Absract: he study aims to analyze the influence of Managerial Sciences and Culture Organization against Professionalism Principal either partially or simultaneously, a study in SMP N Jambi Province. The unit analyzes the junior high school principal N Jambi province, a population of 564 principals and sample using total sampling. Method of quantitative analysis tool that is a path analysis (path analysis), followed by analysis of determination (R Square), testing the hypothesis partially (t test) and simultaneous (test F) with alpha 5 percent (0.05). Before the first analysis in a test instrument (questionnaire) to test the validity and reliability as well as classical assumptions. Analysis tools SPSS version 22.0. The results of the analysis of determination of 0.837 that variable Managerial Sciences and Cultural Organization was able to explain the variable Professionalism Principal of 83.7%, while the remaining 16.3 percent is influenced by other variables. Professionalism and Cultural Organization Principal positive and significant impact on the professionalism Principal of SMP N Jambi either partially or simultaneously. The better the Professionalism of the Principal and Cultural Organization, then it will be better the Professionalism of the Principal of SMP N Jambi Province.
Keyword: Managerial knowledge, organizational culture, Professionalism

I.   Intoduction

The quality of human resources available and provided in a region largely determines the success of the area, the better and higher quality of human resources in a region will further enhance the effectiveness of the work is getting easier to be developed and compete with the advances in science and technology in the era of globalization. The main key is human capital (human capital) as an asset or a capital increase in an area, thus automatically improving the quality and refineries human capital (human capital) have become a thing that should be prioritized. Education is a conscious and deliberate effort to create an atmosphere of learning and the learning process so that learners are actively developing the potential for him to have the spiritual power of religion, self-control, personality, intelligence, good values, and skills needed him, the community, the nation and the State (Law No. 20 Th. 2003 article 1). Thus the provision of education is the provision of basic supplies to the student's ability to develop life as a member of society, citizens, and thus more ready to participate in education-further education. Formal education is the hierarchically educational path consisting of basic education, secondary education and higher education.

Professionalism is the professional attitude which means doing something as principal work as a profession and not as a pastime or a mere hobby. According to Saiful Wolf A professional has meaning expert (*expert*) with knowledge serving his job. Responsibility (*responsibility*) of its decision both intellectual and attitude, and have a sense of uphold professional ethics in an organization that is dynamic.Horward have the same views on the definition of the profession as a job that is based on the study of the intellectual (skill service) or advice to people who for a certain salary / fees or salaries, especially for the practical status of the workers or the free (freelence workers). Further illustrated that a professional is seen publicly as the expert with high capabilities within the limits of the field, in other words he has pritese, bada another part submitted that the elements of the criteria of the professional is: a product standard, the level of personality that involves professionalism, extensive knowledge of engineering specialties, feeling (is one of the art), the feeling of group identity, and significant service work / service to the community. professionals must have a proper organization they gathered

Knowledge is the result of man. Knowledge is not only tasked to develop the achievements in life but more than that knowledge is a value. Bloom clearly also said that knowledge (knowledge) is part of the six levels of cognitive domains: knowledge comprehension, application, analysis, synthesis and evaluation. Knowledge can also resolve the problem (tangled), where there is a mediation, the mediator will be able to bridge communication. Common knowledge can itself be a barrier to efficient negotiation. Even when the communication of first-order knowledge facilitates agreement, the acquisition of higher-order knowledge at

times can cause negotiations to Unravel. This is where mediation comes in. Mediators can break the link between communicating. Through knowledge and valuable human being qualified. So it can be said that human knowledge is different.The importance of knowledge is also expressed by F.A Hayek was quoted as saying by Michael C. Jansen and William H. Meckling in his writing that knowledge is used in making a decision. In order to avoid or minimize incorrect decision, then the decision should be "in the know" and how the risk of any such decision. *Hayek's insight was that anorganization's performance depends on the collocation of decision-making authority with the knawledge important to Reviews those clecion.*

Exposure of the above theory is that the real conditions profesiolitas principal. In order to complete this study, the researchers have conducted a preliminary study in each district. For West Tanjung Jabung on May 30, 2015 along with Mr. Sutrisno S.Pd as Head of SMP N part West Tanjung Jabung. Jambi City Department of Education On May 1, 2015 together with. The data is obtained by one of the staff part of Mrs. Yeni SMP. Then the District Education Office Merangin On May 2, 2015 along with Niko Arlan and Anita Sari one Government staff. It can be seen in Table 1 below:

Tabel 1. Data Professionalism principal that is not optimal

No	Regent	Training	Directing HR	Responsible
1	Merangin	31	20	32
2	Kota Jambi City	12	13	15
3	East Tanjung Jabung	20	18	14
Total		**63**	**51**	**61**

Table 1 above shows some indicators of professionalism that has been formulated by researchers with reference to several theories and rules, on the table it is known that there are several indicators that have not been optimal. For example in training principals there are 63 people, with a percentage of 52.5% of the total number of 120 principals, then directing HR high against subordinates when he always motivate teachers to conduct training, which of each of district number 51 with a percentage of 42.5%. and responsibility in the reporting duties are 61 people with a percentage of 50.8%. The indicators more professionalism can be seen in the table in the appendix as a whole.Furthermore, there is a real condition of some of the indicators have not run optimally knowledge is no indicator of memory and understanding of data based on test validas rill, conducted by researchers in the respective school year managerial knowledge of these indicators have not been as expected:

Tabel 2. Data Knowledge Management headmaster Not Optimal

No	Regent	Planning	organizing
1	Merangin	32	25
2	Kota Jambi	17	15
3	Tanjung Jabung Timur	20	20
Total		69	50

Table 2 above pengatahuan there are indicators that have been formulated by the researchers are not optimal for example in knowledge in the planning of the 120 principals Only 69 people, with a percentage of 57.5%, then the understanding of the management of each district for 50 people with a percentage of 42 , 5%. And responsibility in reporting duties there are 61 people with a percentage of 41.6%. The Knowledge Management indicators that more can be seen in the table in the appendix as a whole.

The study was conducted with the aim to analyze:

1) Effect of Managerial Sciences of the Professionalism of the Principal partially;
2) Influence of Organizational Culture on Professionalism of the Principal partially;
3) Influence of Organizational Culture and Knowledge Managerial against Professionalism Headmaster of SMPN Provision Jambi either partially or simultaneously.

II. Literature Reviews

Professionalism

Professionalism of the profession word taken from the Latin "*profess, prossus, profesio,*" the plain language means "*declare publicy*," or confession or statement in public. but the use is associated religious promise or oath (a confession or a statement made in front of people and involve god). Professionalism is the name given to the quality of the attitude of the members of a profession to his profession and the degree of knowledge and expertise they have to perform their duties. Professionalism is the professional attitude which means doing something as principal work as a profession and not as a pastime or a mere hobby. According to Saiful Wolf A professional has meaning expert with knowledge serving his job. Responsibilityof its decision

both intellectual and attitude, and have a sense of kesejawatan uphold professional ethics in an organization that is dynamic.Professionalism is not a simple concept because it is part of the relationship with the community, so the implementation will bring change directly, the management is good and right, which would mean also a problem that is very serius.Selanjutnya Sudarwan Danim et al add that etymologically professions language English or Latin profecus profession. The meaning is admitted, recognition, states unable or experts in specific areas of work. Professionalism can be viewed as an understanding of kominikasi knowledge directly manifested in the learning and experiences of individuals or groups.

Horward M menpunyai same pastures on the definition of the profession as a job that is based on the study of the intellectual or advice to people who for a certain salary / fees or salaries, especially for the practical status of the workers or free. Further illustrated that a professional is seen publicly as the expert with high capabilities within the limits of the field, in other words he has pritese, bada another part submitted that the elements of the criteria of the professional is: a product standard, the level of personality that involves professionalism, extensive knowledge of engineering specialties, oblogasi feeling (is one of the art), the feeling of group identity, and significant service work / service to the community. professionals must have a proper organization of their assembly.Professionalism Principal consists of indicator: expertise, responsibility and legality.

Managerial knowledge

According to (Wiig, 1999), knowledge management is building a systematic, explicit and intentional, renewal, and application of knowledge to maximize the effectiveness with regard to organizational knowledge and organizational knowledge assets back refund.Acording to (Townley, 2001), knowledge management is a set process of creating and sharing knowledge throughout the organization to optimize the achievement of the mission and goals of the organization. Thus, knowledge management is the increasing use of organizational knowledge through information management practices and organizational learning to achieve excellence competitive in decision making.

Bloom clearly also said that knowledge is part of the six levels of cognitive domains: *knowledge comprehension, application, analysis, synthesis and evaluation*. Knowledge can also resolve the problem (tangled), where there is a mediation, the mediator will be able to bridge communication. Common knowledge can itself be a barrier to efficient negotiation. Even when the communication of first-order knowledge facilitates agreement, the acquisition of higher-order knowledge at times can cause negotiations to Unravel. This is where mediation comes in. Mediators can break the link between communicating. Through knowledge and valuable human being qualified. So it can be said that human knowledge is different.

Kimiz Dalkir express knowledge management is the coordination of a deliberate and systematic review of the organization, technology, process, and organizational structure book to add value through re-use and innovation. This coordination dicapaimelalui creation, sharing, and applying knowledge and through the valuable lessons learned and best practices in corporate memory in order to encourage continued learning organization. Managerial knowledge consists of indicators: Memory, Understanding, Methods and Principles.

Organizational Culture

Organizational culture is a system of shared meaning held by members that distinguishes the organization from other organizations (Schein, E. H, 2005) .The system of shared meaning this is a set of key characteristics that upheld by the organization (Robbins, Stephen P. ; Judge, Timothy A. (2008) Culture is also closely related to the prevailing political system in an organization as described by Manheim (in CANTO 2012): *"Culture as a set of common attitudes and belieffs about common objects where the primary belief is that Reviews These objects bear a relationship to the poltical system , He concluded that reference may be made to the intangible body of agreement that results from the fundamental attitudes and beliefs held by individuals in common, as the political culture of the society."*

To simplify the organizational culture can be seen directly in the four (4) dimensions of culture, the artifacts, perspectives, values and Assumptions.
1) Dimensions Artifacts. Is a human invention objects. we can observe a culture of data artifacts that were created in the form of words used tidakan-action from the members of the company and the objects that exist in the company.
2) Dimensional Perspectives. Various social norms and rules that govern how the members of the company must be treated in special situations. With the various rules and norms of the member companies do not need to solve the social problems of the organization are new every time a problem arises.
3) Dimension Values. Reflecting the philosophy or mission of the organization, the ideals of the organization, goals, standards and sins. The member companies use these values to assess the actions and decisions taken in the name of the company.

4) Dimensions Assumptions. Belief of the members of the company that are not spoken about themselves and about others, about the relationship with the organization, about the nature of the organization and its relationship with the outside world.

Organizational Culture consists of an indicator: The division of tasks and reporting tasks, supervision of work, berintraksi with subordinates, arrange programs and menyesaikan tasks, Evaluating Works, Creating suasa work, and Career Advancement and competition.

Conceptual Framework

Based Research (John Girard, 2015) that the effect on the managerial knowledge professionalism partially principals.Furthermore, an effect partially managerial knowledge to professionalism (Dorothy et al, 2006: 18). Knowledge of managerial, organizational culture on the professionalism of principals based research (Shopia Pongoh, 2010).Based on the introduction, literature review and previous studies the conceptual framework of this study as Figure 1 below.
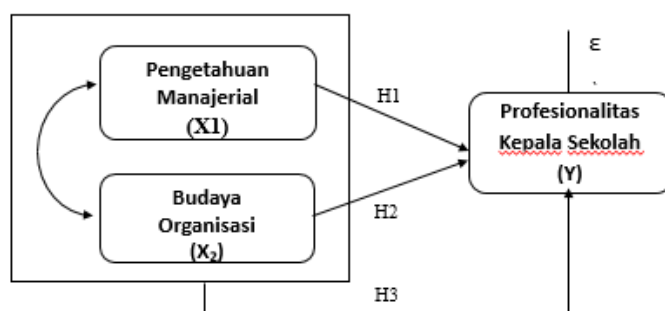

Figure1. Conceptual Framework

Based on the research objectives, the research hypothesis is as follows: 1) Knowledge of Managerial effect on Professionalism Principal partially; 2) Organizational Culture influence on Professionalism Principal partially; and 3) Knowledge of Managerial and Organizational Culture influence on Professionalism Principal simultaneously.

III.   Research Methods

This study research design path analysis (path analysis). Survey research methods that examine variables consists of two kinds of variables, namely the exogenous variables have a direct influence on the endogenous variables that can affect other variables.The study population 564 principals, Sugiyono stated that the population is generalization region consisting of: objects / subjects that have a certain quantity and characteristics defined by the researchers to learn and then to be drawn kesimpulannya.Bila large populations, and researchers may learn all there in the population, for example, because of limited funds, manpower and time, then the researcher can use the sample drawn from that population. The choice of location research based on the concept of sampling area, and sample it with a total sampling of 120 people. The sampling tool data analysis application program SPSS version 22.0. prior to analysis test questionnaire to test the validity and rebilitas and classic asumsu against indikotor, dann dimensions of the study variables.Path analysis is one of the analytical tools developed by (Dillon and Goldstein, 1984). 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) (Hapzi Ali and Nandan Limakrisna, 2013: 137).

IV.   Results and Discussion

Validity and Reliability

Table 3. Validity of Test Results Instrument Professionalism Principal Variable (Y)

No Item	Correlation toward Total Score to Score Item	r Critical	Information
1	2	3	4
1	0,751	0,4438	Valid
2	0,804	0,4438	Valid
3	0,756	0,4438	Valid
4	0,683	0,4438	Valid
5	0,754	0,4438	Valid
6	0,704	0,4438	Valid
7	0,607	0,4438	Valid
8	0,604	0,4438	Valid

9	0,752	0,4438	Valid
10	0,446	0,4438	Valid
11	0,785	0,4438	Valid
12	0,754	0,4438	Valid
13	0,754	0,4438	Valid
14	0,754	0,4438	Valid
16	0,683	0,4438	Valid
17	0,754	0,4438	Valid
18	0,804	0,4438	Valid
19	0,841	0,4438	Valid
20	0,604	0,4438	Valid
21	0,801	0,4438	Valid
22	0,804	0,4438	Valid
23	0,713	0,4438	Valid
24	0,538	0,4438	Valid
25	0,803	0,4438	Valid
28	0,739	0,4438	Valid
29	0,730	0,4438	Valid
30	0,585	0,4438	Valid
31	0,638	0,4438	Valid
32	0,673	0,4438	Valid
33	0,719	0,4438	Valid
34	0,702	0,4438	Valid
35	0,616	0,4438	Valid
36	0,636	0,4438	Valid
37	0,841	0,4438	Valid
39	0,471	0,4438	Valid

Source: Output SPSS 22.0 for windows

Based on Table 3, it is known that the statement item questionnaire variables have entirely professionalism has $r_{value} > r_{table}$, (r_{value} 0.4338) therefore the entire statement item questionnaire on professionalism variables declared invalid. perhitingan results of the validation test for the variables of knowledge management as a result of the following:

Table. 4. Validity of Test Results Instrument Variable Managerial Sciences (X1)

No Item	Correlation toward Total Score to Score Item	r Critical	Information
1	2	3	4
1	0,622	0,4438	Valid
2	0,744	0,4438	Valid
3	0,769	0,4438	Valid
4	0,758	0,4438	Valid
5	0,633	0,4438	Valid
6	0,930	0,4438	Valid
7	0,585	0,4438	Valid
8	0,477	0,4438	Valid
9	0,777	0,4438	Valid
10	0,477	0,4438	Valid
11	0,642	0,4438	Valid
12	0,911	0,4438	Valid
13	0,593	0,4438	Valid
14	0,799	0,4438	Valid
15	0,714	0,4438	Valid
16	0,651	0,4438	Valid
17	0,622	0,4438	Valid
18	0,930	0,4438	Valid
20	0,679	0,4438	Valid
21	0,777	0,4438	Valid
22	0,930	0,4438	Valid
23	0,744	0,4438	Valid
24	0,722	0,4438	Valid
25	0,577	0,4438	Valid
26	0,623	0,4438	Valid
27	0,587	0,4438	Valid
29	0,809	0,4438	Valid
30	0,930	0,4438	Valid
31	0,642	0,4438	Valid
32	0,777	0,4438	Valid

Source: Output SPSS 22.0 for windows

Based on Table 4, it is known that the statement item questionnaire variables have entirely professionalism hasr_{value} >r $_{table}$(r_{value} 0.4338) to the entire statement item questionnaire on managerial knowledge variable is declared invalid. perhitingan results of the validation test for the variables of knowledge management as a result of the following:

Table5. Validity of Test Results Instrument Variable Cultural Organization (X2)

No Item	Correlation toward Total Score to Score Item	r Critical	Information
1	2	3	4
1	0,678	0,4438	Valid
2	0,833	0,4438	Valid
4	0,745	0,4438	Valid
5	0,480	0,4438	Valid
6	0,697	0,4438	Valid
7	0,782	0,4438	Valid
8	0,770	0,4438	Valid
9	0,569	0,4438	Valid
10	0,629	0,4438	Valid
12	0,649	0,4438	Valid
13	0,550	0,4438	Valid
15	0,633	0,4438	Valid
16	0,705	0,4438	Valid
17	0,689	0,4438	Valid
19	0,706	0,4438	Valid
21	0,678	0,4438	Valid
22	0,652	0,4438	Valid
23	0,607	0,4438	Valid
24	0,795	0,4438	Valid
25	0,576	0,4438	Valid
26	0,719	0,4438	Valid
27	0,637	0,4438	Valid
28	0,574	0,4438	Valid
30	0,619	0,4438	Valid
31	0,779	0,4438	Valid
32	0,520	0,4438	Valid
33	0,811	0,4438	Valid
34	0,538	0,4438	Valid
35	0,705	0,4438	Valid
36	0,752	0,4438	Valid
37	0,624	0,4438	Valid
38	0,627	0,4438	Valid

Source: Output SPSS 22.0 for windows

Based on Table 5, it is known that the statement item questionnaire variables have entirely professionalism has$_{value}$ >r $_{table}$ (r_{value} 0.4338) to the entire statement item questionnaire on organizational culture variables declared invalid.

Table. 6. Variable Reliability Research

Variable	Total Item	Cronbach's Alpha	limitations of Measurement	Information
1	2	3	4	5
Managerial knowledge (X$_1$)	32	0,967	0,6	Reliabel
Organizational culture (X$_2$)	38	0,941		Reliabel
Professionalism Principal (Y)	39	0,960		Reliabel

Source: Output SPSS 22.0 for windows

Based on Table 6 above, we can see that all of the variables and the dependent and independent variables intervening variable has a value Crombach's alpha> 0.6 so that for all these variables reabel and can be used for measurements in the context of data collection.

Coefficients Analysis

The results of the study as table 7 below with variable coefficients managerial knowledge (X1) and accessibility (X2) above (Pyx1 = 0.550 and Pyx2 = 0443) and inter-correlations among variables X1 and X2 as an attachment table 2 is presented as below

Table 7. Coefficients

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	41,528	6,473		6,416	,000
	Managerial knowledge (X_1)	2,012	,199	,550	10,110	,000
	Organizational culture (X_2)	,557	,068	,443	8,146	,000
a. Dependent Variable: Professionalism Principal Y						

Source: Output SPSS 22.0 for windows
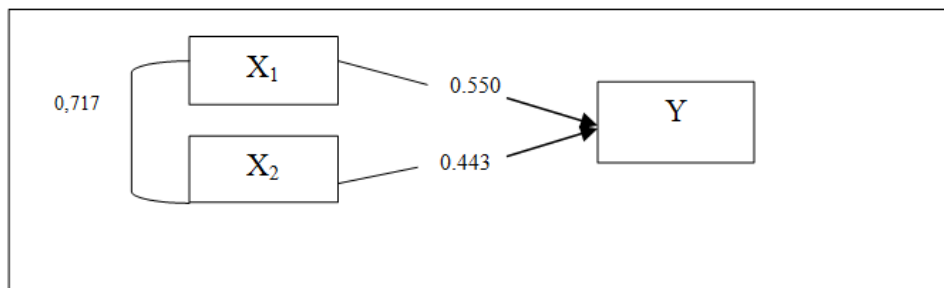
Source: Output SPSS 22.0 for windows

Figure 2. Structure of Path Analysis

Analysis of Determination (R^2)

To see the total effect of management knowledge variable (X1) and organizational culture (X2) towards professionalism (X4) may be terminated coefficient R2 as shown in Table 8 below:

Table 8. Model Summary

Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,918[a]	,843	,840	4,7253
a. Predictors: (Constant), Managerial knowledge -X1,Organizational culture -X2				

Source: Output SPSS 22.0 for windows

Rated R for 0843 showed a correlation double (Knowledge Management and Cultural Organization) with the professionalism of the Principal. Nalai R Square of 0843 which indicates that the variable Knowledge Management and Organizational Culture able menjelakan and contribute to ProfesionalitasKepala School of 84.3 percent. The rest of the remaining 15.7 percent is influenced other variables.Other variables that can affect performance except Professionalism and Knowledge Management and Organizational OrganisasiIklim Culture, Leadership Style, Organizational Commitment, (Nandan Limakrisna, Zulki Zulkifli, Hapzi Ali: 2016). Besides other variables that can influence the professionalism of the principal is such research (Mukhtar, Risnita, M. Shoffa Saifillah, Hapzi Ali, 2016),That the Knowledge Management and Work Commitment terhadapKepuasan positive and significant impact the Service and Professionalism.

Partial Analysis (t test) and Simultaneous Analysis (F test)

of the effect of partial aims to test whether each independent variable (exogenous) significantly influence the dependent variable (endogenous) partially with alpha of 0.05 and also the acceptance or rejection of the hypothesis. Partial test (t test) to answer a hypothetical one and two of this study.

Table 9. T Test Results (Partial)

No.	Variabel Bebas	t hitung	Sig. t
1	Pengetahuan manajerial(X1)	18,036	0.000
2	BudayaOrganisasi (X2)	15,838	0.000

Source: Output SPSS 22.0 for windows

From Table 9 above the figures obtained t count variable X1 for 18 036, because t count> t table (18 036> 15 838), then Ho is rejected and H1 accepted, meaning partially significant effect managerial knowledge (X1) to professionalism. In addition, also for the test based on significance testing, can be seen from the output of significance of 0.000, due to number more significance level of <0.05 (0.000 <0.05), it can be concluded that

the effect on the managerial knowledge professionalism, thus the first hypothesis is accepted. Furthermore, in Table 10 above figures obtained t count accessibility variables (X2) amounted to 15 838, because t count> t table (18 036> 15 838), then Ho is rejected, meaning a partial no significant influence of organizational culture on professionalism. In addition, also for the test based on significance testing, can be seen from the output of significance of 0.000, due to the significance level figures much of <0.05 (0.000 <0.05), it can be concluded that the effect on the organizational culture of professionalism, thus the second hypothesis is accepted. To answer the third hypothesis that knowledge management and organizational culture influence on profesionlitas Organization simultaneously can be seen from Table 10 below.

Table 10. F Simultaneous Test Results

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12748,821	2	6374,411	295,166	,000[b]
	Residual	2289,179	106	21,596		
	Total	29439.659	125			
a. Dependent Variable: professionalism_Y						
b. Predictors: (Constant),Managerial knowledge_X1, Organizational Culture_X2,						

Source: Output SPSS 22.0 for windows

From table 10 above (ANOVA table) obtained Fhitung 295,166lebih than Ftabel 3:07 (295 166> 3:07) and significant value of 0.000 is less than 5 percent (0.000 <0.05). Then the null hypothesis (H0) is rejected and the alternative hypothesis (H1) is accepted, meaning that there is a significant effect of variable Knowledge Management (X1) and Cultural Organization (X2) to ProfesionalitasKepala School (Y) SMP Negeri Jambi Province jointly (simultaneously). Thus, the third hypothesis is accepted.

1. Knowledge Managerial influence the professionalism of the Principal.

Managerial knowledge and significant positive effect on Professionalism Principal of SMP N Jambi Province. Bloom said that knowledge (knowledge) is part of the six levels of cognitive domains: knowledge comprehension, application, analysis, synthesis and evaluation.Knowledge can also resolve the problem (tangled), where there is a mediation, the mediator will be able to bridge communication. Common knowledge can itself be a barrier to efficient negotiation. Even when the communication of first-order knowledge facilitates agreement, the acquisition of higher-order knowledge at times can cause negotiations to Unravel. This is where mediation comes in. Mediators can break the link between communicating. Through knowledge and valuable human being qualified. that human knowledge is different. The importance of knowledge is also expressed by (F.A Hayek in Michael C. Jansen and William H. Meckling, 2010) in his writings that the knowledge used in making a decision.The findings of this study, reinforced by research conducted by (Pasi Ahmad Riduan, 2012), the research results prove that there is a significant effect of knowledge management in both partially and simultaneously.

2. Organizational Culture influence the professionalism of the Principal.

Organizational culture positive and significant impact on professionalitas Principal of SMP N Jambi Province. Organizational culture consists indicator: The division of tasks and reporting tasks, employment Surveillance division of tasks, Interaction with subordinates arrange programs and solve the task, evaluate the work create a working atmosphere Improved career and competition.Wukir said the organization is variously defined by various experts. Variations definition is based on the viewpoint and the time when the experts define. the development of a simple organizational assessment organization leads to a complex organization that is characterized by society together unlimited connectivity between organizational units with the environment.

Organization is not a goal but a means for people to assess achieve the goal. organizations related to the development of the overall framework in which the work is divided into components that can be managed with the aim of facilitating the achievement of objectives. Schermerhorr, Hunt & Osbor (in Parulian Hutapea, 2008) he defines the organization as "a group of people work together in a way to distribute the work in order to achieve certain goals.Basically, organizational culture that is in Jambi province has been able to provide profesionalitaskepala SMP Negeri Jambi province, although there are still some points that must be addressed.Organizational culture positive and significant impact on organizational commitment partially (Nandan, Zulki, Hapzi, 2016). Then there is the professionalism significantly influence either partially or simultaneously.

3. Knowledge Management and Organizational Culture influence the professionalism of the Principal.

Knowledge Management and Organizational Culture positive and significant impact on Professionalism Principal of SMP in the provision Jambi.Professionalisme a professional attitude that means

doing something as principal work as a profession and not as a pastime or a mere hobby. According to Saiful Wolf A professional has meaning (expert) with knowledge serving his job. Responsibility (responsibility) of its decision both intellectual and attitude, and have a sense and uphold the ethics of the profession within a dynamic organization. Professionalism is not a simple concept because it is part of the relationship with the community, so the implementation will bring change directly, the management is good and right, which would mean also a very serious problem. Furthermore Sudarwan Danim et al add that etymologically profession English or Latin profecus profession. The meaning is admitted, recognition, states unable or experts in specific areas of work. Professionalism can be viewed as an understanding of communication of knowledge that directly manifested in the learning and experiences of individuals or groups.Leader or Principal in this context will be able to carry out tasks effectively if it is able to empower all the resources available. The resources available are: man, Money, Machine, and Information technology (including database). Other resources can also be a market and method, (Hapzi Ali, 2009: 49).

V.   Correlation Between Dimensions

Based on Table 9. viewable dimensional relationship between the variables X1 and X2 to the dimensions of the variable Y as indicated by the value of the Pearson correlation between dimensions respectively. The greater the value of Pearson correlation, the stronger the relationship, it can be seen the dimensions of variables that have the highest R value and dimension variables that have the lowest value of r.

Tabele 11. Correlation between Dimensions

Variable	Job satisfaction	
	Dimension / Indicator	**Correlation (r)**
knowledge management	• Memory	0.383
	• Comprehension	0.330
	• Methode	0.267
	• principle	0.208
	• Memory	0.535
Organizational culture	• The division of tasks and reporting tasks	0.222
	• Supervision of work	0.835
	• interact with subordinate	0.983
	• Develop programs and menyesaikan Tasks	0.824
	• Evaluate Job	0.800
	• Creating a work atmosphere	0.824

Source: Output SPSS 22.0 for windows

Based on Table 11 above, are discussed between dimensions and indicators of correlation is very varied here clearly that the dimensions of the variable professionalism has a very strong correlation where there dimension of expertise with numbers 0.850, then the responsibility with the number 0.842 and legality with numbers 80.2%. So that the professionalism of variable dimensions can be expressed very strong.The highest correlation value is a correlation between intimate dimensions (organizational culture variables) with a professionalism that is equal to 0.842 or 82.2%. This condition shows that the change of variable professionalism (X4) predominantly influenced by the dimensions of intimacy.

VI.   Conclusions and Recommendations
Based on the results of research and discussion of the Conclusions and Recommendations of this study are:

VII.   Conclusions
1) Knowledge Managerial significant positive effect on Professionalism of the Principal partially, the better Knowledge Management owned by the head sekolahmaka will increasingly Professionalism Principal School SMP Negeri Jambi Province in leading the school.
2) Culture Organizational significant positive and significant impact on Professionalism of the Principal in leading the school. The better and better organizational culture will increase the professionalism of the Principal of SMP Negeri Jambi Province in leading the school. ,
3) Knowledge of Managerial and Organizational culture significant positive effect on Professionalism of the Principal partially, the better Knowledge Management owned by the principal and have a good work culture will increase the professionalism of the principal of SMP Negeri Jambi Province in leading the school.

Technical recommendations:
Knowledge Management for the indicator, "understanding of planning", need to get the attention of the principal priorities Junior High School in Jambi province because it has the lowest score apart from indicators: working to improve the performance of work, carry out duties in accordance with the working procedures and

accept responsibility well. Junior high school principal should be the State in Jambi Province fix the problem Knowledge Management, Organizational Culture principals SMP in order peningktakan Professionalism of the Principal. The two independent variables partially and simultaneously provide a positive and significant influence on Professionalism Principal.The school principal is authorized to cultivate a positive school culture and the organizations of the Knowledge Management building of teachers and administrative staff. Support the principal is very important as a tangible implementation of professional duties and make sebabagai school organization change agents who are able to encourage and motivate changes in all aspects of school organization. Principals can assist teachers in professional development through: improving the skills, of indicators: qualification education, work together, solve problems, experience in training, has expertise in the field, directing human resources, responsibility indicators: responsibility towards a career, responsibility for themselves, responsible for customer satisfaction, adhere to a code of ethics. Legality, indicators: have a recognized certificate, received recognition from the community. Proud of the work.

Academic recommendation

This study needs to be followed up again to see what factors can affect SMP Professional Principal in Jambi Province. Professional Principal still influenced by many other factors, apart from Managerial Science and Culture Organization, and therefore need a more comprehensive study, in order to answer any other factors that affect the Professional Principal.

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