

ANALYSIS OF PRINCIPAL'S LEADERSHIP STYLE IN IMPROVING THE QUALITY OF TEACHER PERFORMANCE

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Abstract

Leadership in the field of education which is also played by the principal is a determinant of the success of a school. As a leader, the principal has an important position that determines the success of a school. The principal acts as a central force and must understand his duties and functions for the success of the school and his concern for improving the quality of teachers, staff and students in his school. Implementation of leadership principles must be supported by the elements and conditions that must be possessed by a leader. The role of leadership and the style used by school principals in educational organizations have such a big influence on the success of the education. Implementation of leadership principles that meet the requirements and elements of a leader will play a role in realizing success in achieving a goal. This study aims to determine the effect of the principal's leadership style on the quality of teacher performance in schools.

Keywords: Leadership Style, Principal, Leadership, Principles, Education

INTRODUCTION

The development of education is important in order to improve human resources to face the times. Education is a conscious effort to realize a learning process that aims to develop the potential of students to have religious spiritual strength, self-control, personality, intelligence, noble character and skills that will be needed by themselves, society, nation and state in the future (Suarga, 2017: 23). In response to this, it is necessary to know that the quality of services in schools is an important factor in improving education. According to Tilaar (2001) (quoted in Suarga, 2017), many factors determine the quality of service in schools, including dedication and discipline, honesty, innovation, perseverance, tenacity, human resources and leadership.

Leadership does not only mean a leader towards people, but also a leader towards change. A leader not only influences his subordinates, but is also a source of inspiration and motivation for his subordinates. Therefore, the definition and interpretation of leadership is increasingly diverse in its development. In the historical record of leadership development (Luthans, 2006:639 in Daswati, 2012:786), historically there are two views about leaders and leadership: where does it come from. First, genetic theory, which states that leaders and leadership are determined by genetic factors (hereditary). Second, the theory that notes the importance of character/personality (traits theory). Third, the theory of environmental influence (behavior theory) (Daswati, 2012: 786).

An important requirement for the effectiveness or success of leaders (leadership) and managers (management) in developing their respective roles, functions, or responsibilities is competence. According to Asropi's (2002) review in Aspizan Chaniago (2017), the meanings contained in these various competencies are: Traits refers to innate physical characteristics and consistent responses to various situations or information. Motives are something that a person always thinks about or wants, which can direct, encourage, or cause people to take an action. Motivation can direct a person to set actions that ensure he achieves the expected goals (Amstrong, 1990 in Aspizan Chaniago: 2017). Self

concept is an attitude, value, or image that a person has of himself; that gives a person confidence in who he is. Knowledge is information that a person has in a particular field. Skill is the ability to carry out certain tasks, either mentally or physically.

In the field of principals, important leadership qualities can be classified into four main interrelated categories. In the book "Elementary School Administration and Supervision", Elsbree defines it as: a) Personality or personality is defined as the totality of individual characteristics. This understanding is used to show the influence of the totality of the personality on others. b) Purposes As the leader of the group, he must be able to think carefully, formulate organizational goals, (schools) and inform members so that they can realize these goals. c) Knowledge, a group will put their trust in the leader, if they realize that their leadership authority is equipped with extensive knowledge and is able to make solid decisions. d) Professional Skills, a school principal must have effective professional skills in educational administration functions.

Educational leadership is a process of influencing, coordinating, and moving the behavior of others and making changes in a more positive direction in seeking the success of the educational process. Leadership is believed to be a key driving force for educational organizations that are able to build a new culture that is suitable for change. Leadership is also believed by many to be closely related to the success of an education. Leaders have positions that tend to be dominant in determining the success or failure of a goal to be achieved in an educational organization. A good leader will direct, influence and supervise others to carry out tasks in accordance with his orders, so that it is expected to realize the achievement of these goals.

Leadership in the field of education which is also played by the principal is a determinant of the success of a school. Therefore, school principals must also understand the roles and responsibilities they carry. As a leader, the principal has an important position that determines the success of a school. The principal acts as a central force and must understand his duties and functions for the success of the school and his concern for improving the quality of education

METHOD

This research is a type of correlational research. This study reveals the relationship between two or more variables. The variables examined the correlation between the two in this study, namely the principal's leadership style factor as the independent variable and improving the quality of teacher performance in schools as the dependent variable.

In connection with the method taken in obtaining the necessary data and information, the researcher used the literature study method. To search the database effectively, the researcher starts by determining the relevant keywords from the topic of the problem being discussed. After getting the topic and keywords of the problems studied, then looking for sources in the form of books, journals or previous relevant research related to the problem. By researching relevant theories from scientific sources, the research process becomes easier to do because it already has a theoretical basis.

RESULTS AND DISCUSSION

A leader is a driving system for a job, where he has the expertise to apply the management function in the decisions made, then the leadership power in the organization even in politics can influence the organization through politics (rules) and regulations (policies) that can facilitate the achievement of the goals of the organization. effectively and efficiently. Leaders are individuals who lead, and leadership is a trait that a leader must possess. Therefore, leadership is the ability to influence people to do and not do something. Leadership is an effort to influence others by providing encouragement and guidance in working together to pursue mutually agreed goals (Syamsu Q. Badu & Noviyanti Djafri, 2017: 31-33).

The implementation of leadership principles must be supported by the elements and conditions that must be possessed by a leader. Implementation of this leadership is needed to achieve the goal of forming character in education. The nature and purpose of perfect and structured leadership will result in an organized and conducive leadership atmosphere, so that strategies within the organization can work effectively. Good leadership can essentially be said as a process of forming character in education and as a subordinate regulator to create the realization of higher goals.

The principle is the main source of support in life which is divided into 4 dimensions, namely safety, guidance, wisdom, and strength. Characteristics of leaders based on the implementation of the following principles (Stephen R. Covey in Abdul Rahmat, 2021:19).

a. One who learns for life

Not only through formal education, but also outside of school. For example, learning through reading, writing, observing and listening. Having good and bad experiences as a learning resource.

b. Service oriented

A leader is not served, but serves. Because the principle of leadership by serving based on a career as the main goal. In providing services, leaders should be more principled on good service.

c. Bring positive energy

Everyone has energy and enthusiasm, to use positive energy based on sincerity and a desire to support the success of others. Therefore, a leader can show positive energy through the following things, such as: trusting others, balance in life, seeing life as a challenge, synergizing, and practicing to develop oneself.

The principles of educational leadership include (Suarga, 2017:26).

a. The principle of service, that school leadership must apply elements of service in the operational activities of the school.

b. The principle of persuasion, leaders in carrying out their duties must pay attention to local situations and conditions for the success of their current and future leadership.

c. The principle of guidance, educational leaders should guide students towards the goals to be achieved in accordance with the development of students in the institution.

d. The principle of efficiency, leads to an economical way of life with minimal expenditure to obtain the maximum profit.

e. The principle of sustainability, so that this educational leader is applied not only at one time, but needs to be continuously.

In enforcing school discipline, the principal's leadership style is very important in determining the course of the school leadership. There are various styles that principals can apply. The principal's leadership style in improving teacher discipline is that the principal must be an example in the school environment by arriving early and leaving late. The principal's leadership style in increasing teacher work motivation, namely by trying to motivate teachers through setting high work standards based on quality improvement. However, the principal must also give full attention if there are complaints from teachers in the hope of creating quality school institutions. The principal's leadership style in increasing teacher responsibilities, namely by providing awards, incentives, and other welfare outside of national certification. With this application, it is hoped that Davit will add to other needs that are increasing. Principals can also adopt a democratic leadership style to increase the responsibility of teachers. In increasing teacher responsibility, school principals try to encourage and improve the performance of teachers in working both in extracurricular and non-extracurricular activities. 4. Conclusion

Based on the description of the results and discussion above, it can be concluded that the effectiveness of the application of leadership principles is good in the field of education

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