

LEADERSHIP STYLE AND WORK CULTURE TOWARDS PRINCIPAL PERFORMANCE IN PSYCHOLOGICAL PERSPECTIVE AT SMAN 1 GORONTALO CITY

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Abstract

Leadership style is an important aspect in the success of any organization because of its influence on employee performance. In the social, economic, and technological environment, this research uses a qualitative approach by using the form of case studies. In developing students' interests and talents, it is also the responsibility of the principal, such as the principal of SMAN 1 Kota Gorontalo who also facilitates his students by maximizing facilities and infrastructure to support learning so that students can develop their interests and talents. The principal can also guide his students so that they know their interests and talents. The school is tasked with carrying out leadership functions, both functions related to achieving educational goals and creating a conducive school climate and culture for the implementation of the teaching and learning process in an effective, efficient and effective manner. productive.

Keywords: Leadership, Principal, Education Style

INTRODUCTION

The leadership style according to Mulyasa (2002) is the method used by the leader in influencing his followers. Leadership style is a typical pattern of behavior of a person when influencing his subordinates, what the leader chooses to do, the way the leader acts in influencing group members to form a leadership style (Prof. Dr. Abdul Rahmat, 2021). Leadership is the process of influencing others to take steps or actions towards a common goal. Therefore, leadership is an activity to influence others to want to work to achieve predetermined goals (Rahayu, 2017).

Leadership is an ability, process or function in general to influence people to do something in order to achieve certain goals. Leadership is an attempt to influence followers not by coercion to motivate people to achieve certain goals (Hamid, n.d.). In essence, education is a process of human interaction marked by a balance between the sovereignty of students and the authority of educators (Handayani, 2006).

Leadership style is an important aspect in the success of any organization because of its influence on employee performance. In the social, economic, and constantly changing technological environment. Leadership is a more important attribute of management today than ever whereas managers are concerned with pooling resources, developing strategies, organizing and controlling activities to achieve agreed goals, leadership influences management functions. Leadership increases the effectiveness and proficiency of management and its continuous performance and effective management of resources (KARDILLAH, 2021)

Leadership has always been an interesting and never-ending variable to be studied, researched, and reflected on both lay people, academics, and practitioners because it always moves dynamically. Leadership also has a strong relationship with the management function which contains the words power or power, leading and or directing. The style and performance of a leader in an institution or organization leads to prospective leadership. The highest leadership in educational institutions is held by the principal (Dewantoro et al., 2021).

Psychological aspects are aspects related to human behavior, both as individuals and in relation to their environment. Visible and invisible behavior, conscious or unconscious behavior.

Psychological aspects consist of: Talent, thinking, interest, motivation, and attitude. Factors that influence the formation of attitudes are personal experience, culture, other people who are considered important, mass media, educational and religious institutions or institutions, as well as emotional factors (Riva'i, 2006).

The leadership of a school principal requires excellent management in order to maintain the quality of education in his institution, so that it is in accordance with the educational goals he wants to achieve. In addition, the principal who functions as a top manager must also position himself as a supervisor in the school. This function implies that a top manager is a determining factor in the success or failure of a school, in addition to being the key to a more successful school. A manager is certainly obliged to have the ability to manage the school he leads, create a healthy and comfortable organizational culture, be able to detect existing changes, correct weaknesses or deficiencies and be able to bring the school he leads towards the target to be set according to the vision and mission of the school, so that teachers have work motivation which is indicated by their performance in the form of implementing the learning process. The performance of a teacher or educator who is getting better or higher will have the hope of increasing the quality of education, and at the same time implementing it in the field. However, there are several factors that influence it and are interrelated, for example work ethic, work motivation, job satisfaction, school culture, work climate or atmosphere, regulations in school or education, organizational climate, style or leadership style of the principal, teacher confidence. leadership factors, school principals, and others (Sulfemi, 2020)

The concept of transformational leadership has gradually begun to shift the concept of instructional leadership, as the education world hopes for principals to bring a visionary leadership type into the organization. A mandate that is difficult to fulfill by instructional leaders (Fayzhall et al., 2020) The professionalism and quality of work of the teachers or principals is one of the important factors that are needed by schools to achieve goals in the field of education. The professionalism and quality of the principal's work is also an indication of their commitment to the school as an organization where they teach or provide education

METHOD

The research method is a general strategy adopted in collecting and analyzing the necessary data, in order to answer the problems studied (Rusmaini, 2013). In accordance with the problem that is the focus of this research, namely leadership behavior at SMAN 1 Gorontalo City, this study uses a qualitative approach by using a case study (Syekh & Cirebon, 2013). According to (Zulfa, 2001) the purpose of qualitative research is a research procedure that produces descriptive data in the form of written or spoken words from people and their observable behavior. The analysis model used in this research is the presentation of the data and then the conclusion is drawn. Presentation of data which can be interpreted as a set of structured information that provides the possibility of drawing conclusions and taking action (Suryadilaga, 2003).

In qualitative research, data presentation can be done in the form of brief descriptions, charts, relationships between categories, flowcharts and the like. In this case, Miles and Huberman stated that the most frequently used to present data in qualitative research is narrative text (Syafaruddin, 2002). Then the next step in the qualitative analysis according to Miles and Huberman is drawing conclusions and verification. The initial conclusions put forward are still temporary, and will change if no strong evidence is found to support the next stage of data collection (Tilaar, 2003).

RESULTS AND DISCUSSION

In this study, based on the results of the informant's assessment of the Leadership Style and the performance of the head of SMA Negeri 1 Gorontalo City, it is presented in table 1. Following:

| NO | Strategi Kepemimpinan Kepala Sekolah | Kriteria | | | |
|----|--------------------------------------|------------------|------------------------|------------------|------------------------|
| | | Sering dilakukan | Cukup sering dilakukan | Jarang dilakukan | Tidak pernah dilakukan |
| | | | | | |

| | | | | | |
|---|---|---|---|---|---|
| 1 | Memotivasi Siswa | √ | - | - | - |
| 2 | Mendengarkan Keluh Kesah Siswa | √ | - | - | - |
| 3 | Membimbing Siswa dalam Meningkatkan Minat dan Bakat Siswa | √ | - | - | - |
| 4 | Memaksimalkan Sarana dan Prasarana Penunjang pembelajaran Siswa | √ | - | - | - |

Discussion

A professional principal is a leader who continuously carries out good learning plans, then tries to actualize the plan by utilizing the existing potential, after that evaluates policies or plans that have been realized. Thus, managerial errors that occur can be minimized so that they do not happen again in the future (Sabirin, 2012) the principal is responsible for all actions taken by his subordinates, whether it is actions committed by teachers, students, as well as parents and school principals. must also be able to solve problems flexibly.

As a leader, the principal is responsible for achieving educational goals by moving his subordinates towards achieving the educational goals that have been set. In this case the principal is tasked with carrying out leadership functions, both functions related to achieving educational goals and creating a conducive school climate and culture for the implementation of the teaching and learning process effectively, efficiently and productively (Julaiha, 2019).

In addition to the relationship between the principal and the teacher, the relationship between the principal and students can also determine whether the principal has become a good leader for the school because the principal acts as a motivator, because the principal believes that the ability to build good motivation will build and increase effectiveness and efficiency. efficiency (Sabirin, 2012) so that students can get a good quality education.

The principal of SMAN 1 Gorontalo City often makes an approach through interaction with his students so that students become open and dare to tell the problems they experience during school at SMAN 1 Gorontalo City so that the principal can instill good character in students (Ekosiswoyo, 2007) stated that the principal has several duties, one of which is having a role as an educator, where the principal is in charge of guiding teachers, employees, students, developing staff, following science and technology developments and being an example during the learning process.

In developing students' interests and talents, it is also the responsibility of the principal, such as the principal of SMAN 1 Kota Gorontalo who also facilitates his students by maximizing facilities and infrastructure to support learning so that students can develop their interests and talents. The principal can also guide his students so that they know their interests and talents.

CONCLUSION

Schools are tasked with carrying out leadership functions, both functions related to achieving educational goals as well as creating a conducive school climate and culture for the implementation of the teaching and learning process in an effective, efficient and productive manner. tasked with guiding teachers, employees, students, developing staff, following the development of science and technology and being an example during the learning process. The principal must also have a good relationship with teachers and students.

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