

ANALYSIS OF SCHOOL LEADERSHIP STYLE IN SMP 5 SATU ATAP TELAGA BIRU KABUPATEN GORONTALO

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ABSTRACT

This study aims to analyze the leadership style of school principals in SMP 5 Satu Atap Telaga Biru, Kabupaten Gorontalo.

This type of research uses a qualitative approach. The informants in this study were 5 people, namely the Principal, Deputy Principal and Teachers in SMP 5 Satu Atap Telaga Biru. Data collection techniques, observation, interviews, documentation. The research subject was the principal.

The results showed that the Principal SMP N 5 Satu Atap Telaga biru apply participatory and delegate leadership styles and do not apply authoritarian leadership styles.

Keywords: leadership style, authoritarian, participative, delegation

INTRODUCTION

Indonesia is a country that has large enough human resources that need to be developed through education. Education is the key to improving human resources, in which it has a role, namely to humanize humans. In essence, education is the maturation of the quality of life, it is hoped that through this process humans can understand the meaning and essence of life.

In the context of the Indonesian state education is a right and an obligation for all citizens as mandated that: 1) every citizen has the right to get education; 2) every citizen is obliged to attend basic education and the government is obliged to finance it; 3) the government strives and organizes one the national education system, which increases faith and piety as well as noble morals in the framework of educating the life of the nation as stipulated in law; 4) the state prioritizes the budget of at least 20% of the regional revenue and expenditure budget to meet the needs of national education provision; 5) the government advances science and technology by upholding religious values

and national unity for the advancement of civilization and the welfare of mankind [10]. Therefore, in national development, education must be a top priority.

Schools are educational institutions for learning and teaching as well as places for receiving and giving lessons according to their level under the supervision of teachers. Educational institution is a place or container where the educational process takes place. In addition, the school is a learning organization in which there are individual teachers. So the leader or principal becomes a very important part in achieving educational goals because the principal is the captain in organizing learning, organizing teachers and students.

In essence, every human being is a leader and every human being will be held accountable for his leadership later. The essence of leadership is essentially a follower of the will of others or subordinates to follow the wishes of the leader. In other words, a leader will not be formed if there are no subordinates. The success of the school lies in the

efficiency and effectiveness of a principal. From this institution, competent human resources will be created.

Leadership is a process or a number of actions in which one or more people use influence, authority or power over others in moving them to achieve goals.

The traits of a leader are a number of characters that are inherent in a leader and become the personality that is shown in his attitude. Meanwhile, leadership skills show their proficiency in carrying out duties and responsibilities. [12].

Leadership can be defined as a person's ability to influence a group towards the achievement of goals [2].

In the scope of education, leadership is in the hands of the principal who manages and shows himself as a managerial technical implementer who has the skills to run the school.

Leadership in school is played by the principal. The principal is a teacher who is given the opportunity to carry out additional tasks. Therefore, the person of a principal is like a person in general. Effective principal leadership determines the success of the school. Effective or successful school leadership is determined by the principal.

Principals in leading and managing schools have different leadership styles. Leadership style is a process for influencing others to understand and agree on what needs to be done and how the task is performed effectively, as well as a process for facilitating individual and collective efforts to achieve common goals. [12]

The leadership style possessed by the leader is the face of the organization he leads. The leadership style of the principal can affect the behavior of subordinates. A good leadership style will create a good atmosphere at school so that a good atmosphere results in a quality school. The leadership style of a

leader can be seen from daily activities in this case how a leader commands, communicates, how to encourage subordinates to work enthusiastically, how to divide tasks and authority, how to foster subordinate work discipline, how to move and lead meetings, and how to make decisions the good one.

Various kinds of leadership styles are used by a leader to develop the organization he leads. A leader needs to know the various kinds of leadership styles and must determine the style that is suitable for a particular situation and be able to implement these styles correctly.

A leader is someone who uses his authority and leadership to direct others and is responsible for that person's work in achieving a goal [6].

The success of the principal in carrying out his duties is largely determined by his leadership [3]. This opinion hangs the meaning that leadership is an urgent factor in supporting the achievement of school organizational goals.

Based on preliminary observations made by prospective researchers at SMP Negeri 5 Satu Atap Telaga Biru, information was obtained about the application of leadership styles by the principal, namely in terms of leading the principal who is not so hard on his teachers, even as there is no difference between the principal and the principal. other teachers. Teachers are also given freedom in carrying out their duties. However, the principal still provides directions to teachers in carrying out their duties.

Authority is not absolutely centered on the Principal himself, but can be delegated to the Deputy Principal. And also he did not forget to delegate leadership to the Vice Principal when he had needs outside of school. Likewise, in the principal's decision-making process,

it always involves the role of teachers to be considered.

Looking at the above phenomena, there are several views regarding the leadership style by the principal. On the one hand, this leadership style provides a sense of comfort to teachers and other staff at work. This can be seen, among other things, from the nature of the principal who is not so strict in leading and also gives direction to teachers in carrying out their duties. But on the other hand, this leadership style can have a negative impact on teachers and other staff. This can be seen from the nature of the principal who gives freedom to teachers in carrying out their duties. So that some teachers and staff seem not enthusiastic about carrying out their duties. Another problem is that school principals rarely become meeting leaders when there is a meeting agenda at school.

Based on the problems in the background above, prospective researchers are interested in conducting research on "Analysis of the Leadership Style of Principals in SMP 5 Satu Atap Telaga Biru".

RESEARCH METHODS

This study uses a qualitative approach which is a research method that formulates its attention to general principles that are fundamental to the manifestation of symptom units that exist in human social life. Qualitative research is a research process that aims to understand a humanitarian problem based on the preparation of a complex and comprehensive picture according to the detailed views of the informants.

Qualitative data is expressed in the form of sentences and descriptions, even in the form of short stories [5].

A qualitative approach is research that is used to investigate, find, describe and explain the quality or features of social influences that cannot be

explained, measured or described through a quantitative approach [8].

The reason for using this approach is because the researcher wants to have a deeper understanding of the principal's leadership style. The type of research used in this research is a type of case study.

A method that aims to study and investigate an event or phenomenon regarding an individual. [4] Bimo Walgito also added that it takes a lot of information and integration of data obtained from other methods as well as obtaining in-depth information on the case study method carried out. [4]

This research was conducted at SMP Negeri 5 Satu Atap Telaga Biru which is located at Jl. Abdul Rahman Moito, Tapaluluo village, Telaga Biru sub-district, Gorontalo Regency. The research was carried out from September to November 2020.

Data sources include two types, namely the first primary data source, namely data taken from the first source in the field or data obtained directly from the object of research which comes from the principal and 4 teachers. The second data is secondary data, namely data obtained from books and internet sites which contain the leadership style of school principals [1].

- a. Primary data, Primary data is a data source that directly provides data to data collectors. Primary data sources were obtained through interviews with research subjects and by direct observation or observation in the field. [9]
- b. Secondary data, Secondary data is primary data that has been further processed and presented either by primary data collectors or by other parties, for example in the form of tables or diagrams [7].

The research instrument is a tool used when researching. In accordance

with the method used in this study, the data collection used an interview guide. The interview guidelines used in this study were unstructured interview guidelines which only made guidelines/outlines to be asked.

Collecting data is the most important step in research, because the main purpose of research is to get data. The data collection techniques used in this research are:

1. Observation, Observation is systematic observation and recording of the elements that appear in a symptom on the object of research [11]. The method of observation is to make direct observations to the object of research to have a close look at the activities carried out. Observation activities are carried out with the aim of obtaining data and information directly about the leadership style. The method of observation is carried out by making observations, sensing and recording systematically the phenomena being investigated. In this study, non-participatory observation is used which means that the observer does not participate in the activity, only plays a role in observing the activity. In this technique, what is observed is the atmosphere of the school, the activities of the principal, and the activities of the teachers.
2. Interview, Interviews were conducted to gather information from the principal, deputy principal, teachers and students of SMP Negeri 5 Satu Atap Telaga Biru. The interview method was used to reveal data about the principal's leadership style. In the interview, there are stages that will be carried out by the researcher to collect data, namely:
 - a. Make guidelines for interview questions, so that the questions given are in accordance with the objectives of the interview.

- b. Determine interview sources.
- c. Determine the location and time of the interview.
- d. Conduct the interview process
- e. Documentation
- f. Ensure that the interview results are in accordance with the information required by the researcher.
- g. Recap the results of the interview.

The interview method is carried out by asking questions face-to-face with data sources and bringing an interview guide with the aim that the interview does not deviate from the problem. For informants who will be interviewed can be seen in the following table:

No	Name	Position	Total
1.	Heri Budianto, S.Pd	Headmaster	1
2.	Elpin yunus	vice principal	1
3.	Wisna Pandju, S.Ag Yusniati Uma,r S.Pd Kadir Pomoalo, S.Pd	Teacher Teacher Teacher	3
Total			5

Source: Processed Data, 2020

3. Documentation

The documentation method is a way of obtaining data directly from the research site, including relevant books, regulations, activity reports, documentary films, and data relevant to research. The documentation in this study is intended to obtain available data in the form of official documentation that can support this research and then compare it with the results of interviews. The documentation in this study is data obtained by researchers from SMP Negeri 5 Satu Atap Telaga Biru. Documentation guidelines in the form of school organizational structure, teacher assignment distribution, school teacher work programs, a list of the number of teachers, employees, and students, as well as the attendance list of teachers at Telaga Biru One

Roof Junior High School, and photos of supporting research. Data analysis techniques are carried out during data collection and after data collection takes place so that the information collected becomes clear. The data analysis technique used in this research is qualitative techniques, namely interactive analysis techniques, which have the following steps:

- a. Data Reduction, the data obtained from data collection is very large. So an immediate analysis is needed by reducing the data collected related to the leadership style of the Headmaster of the Telaga Biru One Roof Junior High School. Reducing data means summarizing, selecting the main things, focusing on the important things, looking for themes and patterns, and removing unnecessary. Thus the reduced data will provide a clear picture and make it easier for researchers to carry out further data collection and to find new data if needed.
- b. Presentation of data, Data compiled from the results of data reduction, then presented in the form of narrative descriptions. Presentation of data is used to answer problems in research. Presenting data means organizing data and arranging in a relationship pattern so that it will be easier to understand. After the data is presented in detail, the next step is to discuss the data.
- c. Drawing conclusions, From the results of presenting the data, a conclusion will be drawn about the leadership style of the principal of the Telaga Biru 5 One Roof Junior High School. However, the initial conclusions put forward are temporary and will change when there is no strong evidence to support the next stage of data

collection. But if the conclusions put forward at the initial stage are supported by valid and consistent evidence when the researcher returns to the field to collect data, then the conclusions put forward are credible conclusions.

The data analysis technique in this study starts from the data that is already available or collected and then reduced by selecting, simplifying, classifying the data, and removing unnecessary data so that conclusions can be drawn what data needs to be drawn. After that, the presentation of data is carried out by means of compiling a collection of data / information so that its meaning is easier to understand. Furthermore, the researcher connects and compares the existing theory with the results of practice in the field then looks for a relationship between one component and another so that conclusions can be drawn as an answer to the problem that is being sought for a solution in relation to the leadership style of the principal of SMP Negeri 5 Satu Atap Telaga Biru.

Data analysis technique is the process of searching for data, systematically arranging data obtained from interviews, field notes, and documentation, by organizing data into categories, describing them into units [9].

In order to obtain data that can be scientifically accounted for, it is necessary to check the validity of the data. To analyze and check the validity of the data, the technique used is the data triangulation technique. The data triangulation technique was carried out by comparing and checking the degree of informant confidence in the leadership style of the principal at SMP Negeri 5 Atap Telaga Biru. In this research, the writer used method triangulation and source triangulation.

Method triangulation technique is done by comparing and re-checking the

data from interviews and observations. Meanwhile, the source triangulation technique is done by comparing the data obtained through interviews between one research subject and another. Data can be said to be valid if there is consistency or conformity between the information provided by one informant and another.

PEMBAHASAN

After conducting research at SMP Negeri 5 Satu Atap Telaga Biru and collecting all data and information related to research, as well as processing and analyzing the data, until finally the researcher draws conclusions, then the researcher describes the research results related to the research objectives based on the following problem formulations regarding the results of research on the leadership style of the principal in SMP Negeri 5 Satu Atap Telaga Biru.

Each leader has a different leadership style as well as the leadership of the principal in SMP Negeri 5 Satu Atap Telaga Biru who uses a participatory leadership style. Leaders always prioritize cooperation with subordinates in achieving the goals of the agency and leaders always involve subordinates to argue and provide ideas or suggestions in decision making. Other things are also done by leaders in delegation, leadership authority to subordinates in carrying out their duties and responsibilities has been running well.

To achieve the school's vision and mission, the principal always prioritizes collaboration with teachers and demands participation from his subordinates in every activity, both intra and extra school activities, besides that the principal in carrying out his duties always asks for suggestions, ideas and opinions from his subordinates, and subordinates also responds well everything the principal will do in developing the school.

In carrying out the duties and responsibilities of the principal also has other activities that are not always important with his duties, so he always delegates his duties and responsibilities to his subordinates, even though the subordinates do not do the job perfectly, the most not completed, the principal also does not ask for it to be completed perfectly, however the subordinates always try to complete the tasks given by the principal perfectly.

The teachers who are in SMP 5 Satu Atap Telaga Biru carry out their duties properly without any pressure from the school head, the principal only asks the teachers to always work together, always coordinate to do important things so that there will be no miscommunication.

CONCLUSIONS

Based on the research conducted regarding the analysis of the leadership style of the principal in SMP Negeri 5 Satu Atap Telaga Biru, it can be concluded that:

The principal of SMP Negeri 5 Satu Atap Telaga Biru does not apply an authoritarian style, so that subordinates can carry out their duties properly in the absence of pressure from their superiors. The Principal of SMP Negeri 5 Satu Atap Telaga Biru applies a participatory leadership style, giving freedom to subordinates to express opinions, be it suggestions or ideas in making decisions to achieve common goals. The Principal of SMP Negeri 5 Satu Atap Telaga Biru School applies a delegation leadership style, giving authority to subordinates in making decisions and to replace other jobs, whether the principal or other teacher concerned is permanently unable. So that all subordinates are always ready and work well when this happens.

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