

The Implementation of the Principal's Leadership in Teacher Work Discipline in Tobelo Christian High School North Halmahera Regency

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Abstract:- This research was conducted at Tobelo Christian High School which was then described based on the objectives of the study, but it was known: (1). What is the implementation of the principal's leadership in teacher work discipline in Tobelo Christian High School. (2). What factors support the implementation of the principal's leadership in teacher work discipline in Tobelo Christian High School. (3). What factors hinder the implementation of the principal's leadership in teacher work discipline in Tobelo Christian High School. (4). What efforts have been made to overcome barriers to the implementation of the leadership of the principal in the work discipline of teachers at Tobelo Christian High School. The method used in this study is a qualitative descriptive research method, Suryabrata (2003), arguing that descriptive research is to make a systematic, factual, and accurate description of the facts and characteristics of a particular population or region. Then there are also the physical conditions of this school that are categorized quite well, but the condition of the school in terms of the teaching and learning activities (KBM) there are also teachers who are still late in class, school management is not too neat, the teachers are still apathetic, teacher welfare, there are some teachers who come not on time, and there is a lack of awareness and also negligence from the teachers. So that all of this has an impact on the teacher's work discipline and therefore on the school side in this case the principal has an important role in managing and managing it well. Furthermore, conclusions can be described as follows: (1). principals in implementing discipline are only limited to appeals in the form of encouragement and warnings which then also the teachers have carried out their obligations but are less concerned in terms of the rights of the teachers. (2). Teacher work discipline is a goal to determine the progress of the school, it is expected that adequate facilities, awareness of each teacher and mutual openness between each other and good cooperation. (3). The lack of facilities, there are no sanctions in the application of discipline, the welfare of teachers, the weather, even the negligence of each individual. (4). All teachers are gathered into the teacher's room for evaluation to see things of work discipline that have not been properly implemented, pay attention to the welfare of the teacher, and when things are met all the discipline will run well and there is no gap between principals and teachers.

Keywords:- Implementation, Principal, Teacher Discipline.

I. INTRODUCTION

Improving the quality of human resources is a must for the Indonesian people, especially in the era of globalization which demands the readiness of every nation to compete freely. In conjunction with the culture of competition, the field of education plays a very important and strategic role because it is one vehicle for creating the quality of human resources. Furthermore, in the era of globalization, only high-quality nations can compete or compete in the free market. Therefore, it is proper that the education sector development is a top priority for the government. According to Nurkolis (2003), it was suggested that educated human resources would be the main capital of national development, especially for economic development. Thus, it is easier for a country to build its nation because this has been mastered by skills, therefore with many educated people in the overall tie of higher education, science and technology are used as human resources so that the government is easier to mobilize national development. In this regard, the most basic demand is the formation of individuals who have knowledge, attitudes, and skills so that they are able to utilize the existing development potential. According to Bowen (1980), education can provide monetary benefits through increasing individual abilities and skills so that they can work and earn income which will have an impact on improving people's welfare.

Based on Government Regulation Number 53/2010, Regarding Discipline of Civil Servants it is the ability of Civil Servants to comply with their obligations and avoid prohibitions specified in statutory regulations and / or official regulations which if not obeyed or violated are subject to disciplinary punishment. Furthermore, Law Number 14 / 2005 Regarding Teachers and Lecturers, that Teachers are professional educators with the main task of educating, teaching, guiding, directing, training, evaluating, and evaluating students in early childhood education in formal education, basic education, and secondary education.

The principal as a central figure must realize that the formation of habits, attitudes, and behavior in the context of school discipline is greatly influenced by personal, leadership style, and the way he sees future visionary developments. The development of better and healthier school disciplines must begin with the leadership of the school principal. Principals who are able to build work teams, learn from teachers, administrative and student staff,

are open to communication channels with the environment, wide access to information will be able to develop a positive school culture for the realization of independent schools.

Furthermore, discipline is behavior or behavior that is in accordance with the applicable provisions both individually and or grouply since this rule was applied or applied. One culture of school schools that must be developed is discipline. Discipline for teachers will influence the results of teaching a little more and this discipline must start from the teacher as the main role model. Therefore the teacher is an education worker whose main job is teaching who is not only oriented to skills that have a dimension of the copyright, but also has a dimension of taste and intention. As a teacher, one must have the knowledge taught. Because he can't give something to someone else if he doesn't own it himself. In other words, what will be taught must be mastered by the educator first, then taught to others. This condition is termed in the science of education with the personification of the teacher is a basic component of education.

True education is required for every citizen to care in developing knowledge based on a view of life that makes education a priority for social change, education that takes place in North Maluku is a necessity for continuous controls in the context of discipline so that what becomes the ideals of the nation's life in this case the teacher and the community as a barometer for carrying out and interpreting that discipline in education is very important. In fact the involvement of all parties, both the government and even the community, can take part and certain roles in disciplining the progress of education continuously.

Then from that North Halmahera Regency is an independent autonomous Regency from all aspects of the development of the region itself, which is one of the disciplines in terms of education. The development of teachers from the context of discipline in the field of education in North Halmahera Regency is still in the adjustment stage related to teacher discipline. Therefore teacher work discipline in schools is required to be applied because it becomes an aspect that will improve the development of education, then the principal plays an important role in carrying out and increasing that discipline becomes a parameter to the teacher to carry out all activities while at school.

Tobelo Christian High School is one of the schools that can be said to be a benchmark for the community, and also as a school that can contribute to the region through some of the student achievements so that the Tobelo Christian High School is also a school that can be said to be quite good. For that, even though this school is categorized quite well, in terms of work discipline the teacher must pay more attention because discipline becomes a barometer for achieving school goals. Furthermore, to carry out teacher work discipline in the education sector in an organization in this case Tobelo Christian High School is required the

existence of teacher work discipline to be applied continuously.

Furthermore, the number of teachers in the Tobelo Christian High School is 32 people and the diploma qualifications are all teachers with a bachelor's degree (S1), and activities in the school environment at 7:00 in the morning, until after school at 1:30 a.m. for six days starting from the day Monday to Saturday. What was then related to teacher work discipline in Tobelo Christian High School was a benchmark such as ineffective time management, lack of an atmosphere of work harmony, and there were some teachers who carried out the teaching and learning process not using learning tools. Because teacher work is a benchmark for his duties as a teacher in the school environment in providing knowledge in the teaching and learning process.

Then from that a teacher also plays a role in the noble task as a teacher and then gives knowledge through the learning process so that the teacher must first show discipline, by introducing an awareness of discipline based on enlightenment which is stimulating and motivating or encouraging, so that every process of teacher work activities carried out makes the person responsible in building the full development.

Based on the description above, the researcher is interested in conducting research with the title: Implementation of Principal Leadership in Teacher's Work Discipline in Tobelo Christian High School North Halmahera Regency.

II. METHOD

The method used in this study is descriptive qualitative research method, Suryabrata (2003) suggests descriptive research is to make systematic description of the facts and characteristics of a particular population or area. Data sources are everything that can provide information about data.

Data collected or found by the author directly from the school and other documents which of course are still related to the concept of research. Data obtained by researchers through literature on books, journals and sites on the internet related to the research title. The source of data collected in this study is in the form of people (informants). According to Moleong (2006), in the natural research method the data obtained as data is descriptive, documented, records reports of interviews with respondents. The subject or informant in this study was the principal and teachers at Tobelo Christian High School. In the research carried out by the researcher obtained several photos about the implementation of the principal's leadership in teacher work discipline in Tobelo Christian High School North Halmahera Regency. Data collection techniques that are carried out are observational techniques in qualitative research are direct observations of objects, situations, contexts and their meanings in an effort to collect research data. Sugiyono (2007), states, scientists can

only work based on data, namely facts about the reality of the world obtained through observation. At this stage, researchers directly observe the events and activities carried out by the subject to be used as supporting data from the interview. Research is in research locations that interact with them throughout the process of direct data collection (Maleong, 2006). Interview techniques are used to get information extracted from data sources directly through conversation or question and answer. Sudjana (2000: 234) interview is the process of collecting data or information through face to face between the questioner (interviewer) with the interviewee. The data analysis used in this study is to use the interactive model Miles and Huberman (1984), finding that the activities in the qualitative data analysis are carried out interactively and are continuous until complete, so that the data is saturated. Activities in data analysis, namely Reduction, Data display, and Verification.

III. DISCUSSION

Education is all the effort and all efforts to make people develop human potential to have religious spiritual strength, self-control, personality, intelligence, noble character, and possess the skills needed as members of society and citizens. Besides that education is an effort to form a whole human being born and mind smart, healthy, and noble character. Education is able to shape personality through environmental education that can be learned intentionally or not. Education is also capable of forming people who have discipline, never give up, are not arrogant, respect others, have faith, and are creative, and independent.

In school organizations, teacher work discipline is a function of human resource management because with conditions that are full of discipline, teachers are expected to be a formidable milestone in an organization to achieve its goals. With the existence of disciplined teachers, where they comply with all the rules in the organization, these conditions will provide positive support for the achievement of organizational goals that are generally controlled by humans with a variety of scientific disciplines, skills and responsibilities.

According to Hadari Nawawi (1983) leadership is the ability to move, provide motivation and influence people to be willing to take actions directed at achieving goals through the courage to make decisions about activities that must be done.

Furthermore Kartini Kartono (2005), arguing that leadership functions are:

- Guiding, guiding, guiding and building subordinates
- Giving or awakening work motivations
- Driving the organization
- Establish good communication networks
- Provide efficient supervision or supervision.

According to B. Siswanto Sastrohadiwiryo (2002), Work discipline is as an attitude of respecting, respecting, obedient and obedient to the applicable regulations, both written and unwritten and able to run it and not avoid receiving sanctions if he violates duties and authority given to him.

In accordance with the research findings described above, in this section the findings will be described in the discussion and related to the theory. The findings in this study on the work discipline in Tobelo Christian High School, when principals applied discipline had not gone well because what happened to the school conditions related to work discipline currently there were still negligent teachers, who later were also still apathetic following the direction of the leadership. Therefore, the control function of principals is very necessary so that the implementation of principals in implementing work discipline can work well.

According to Siagian (in Sutrisno 2009), a good form of discipline will be reflected in the atmosphere in the school organization environment, namely:

- The high sense of concern of the teacher towards achieving the school's vision and mission.
- The high enthusiasm, enthusiasm and initiative of the teachers in teaching.
- The amount of the teacher's responsibility to carry out the task properly
- The development of a sense of belonging and a high sense of solidarity among teachers.
- Increasing work efficiency and productivity.

According to Singodimedjo (in Sutrisno 2009), the factors that influence teacher discipline are:

- The size of the compensation.
- Whether or not there is an example of the principal.
- The presence or absence of certain rules that can be used as a handle.
- Courage of leadership in taking action.
- The presence or absence of leadership supervision.
- The presence or absence of attention to employees.
- Created habits that support discipline.
- Development of a healthy organizational structure.
- The existence of a complete or good program to maintain teacher enthusiasm and discipline.

Furthermore, there are various supporting and inhibiting factors when the teacher's work discipline is run in Kriaten Tobelo High School, this dynamic becomes a benchmark where the school is made as a place for the formation of a quality that can influence the community to be interested in the conditions of Christian high school. leaders in this case principals who are responsible for this school can apply the work discipline to the teachers with their contributions and also the teachers are required to be able to follow the direction of their leaders. Therefore the implementation of the principal's leadership in the work discipline of teachers at Tobelo Christian High School has

several supporting factors which are the strength that this school is still quite good in the community and even the government, there are also some facilities, carry out evaluations related to discipline, and if the teachers carry out discipline well will be given praise then when the teachers in guiding students to participate in the Olympics then get good results then of course the teacher concerned will be given gifts to the teacher so that the enthusiasm and attention in membeng students can run efficiently and effectively. Then from that there are also inhibiting factors in carrying out work discipline in Christian High School, namely the absence of sanctions against the teacher, due to weather and coverage from home to school, the existence of family affairs, the welfare of teachers, negligence and lack of awareness of the teachers.

According to Mulyasa (2009) school principals are required to always strive to foster and develop cooperative relations between schools and communities in order to realize effective schools, this collaboration is important because many problems cannot be resolved by the school unilaterally or there are often misunderstandings, differences in perceptions between the school with the community.

Furthermore Purwanto (2004), stated that a school principal has ten roles, namely as follows:

- Implementation (executive).
- Planner.
- Expert (expert).
- Monitor the relationship between group members (controller of internal relationship).
- Representing groups (group representatives).
- Acting as reward / praise and punishment.
- Acting as a referee and intermediate (arbitrator and mediator).
- Holder of responsibility for group members.
- The creator has dreams
- Acting as a father (father figure).

Based on the dynamics above, it is highly expected that there is a way to overcome some of the problems regarding the implementation of the principal's leadership in the teacher's work discipline at Tobelo Christian High School, thus explaining the findings of interviews with informants and observations from researchers in the field. Therefore strategies to deal with work related disciplines in Christian high schools according to informants can be explained that the school conducts teacher council meetings and subject teacher deliberations (MGMP) as well as evaluations of teacher work discipline, direct and indirect reprimand, principals are required to carry out the control function, and the school can meet the needs of the teacher or what is called welfare. Furthermore, the researcher

described the observations in the field which were used as the findings of the researchers when the implementation of the principal's leadership in teacher work discipline at Tobelo Christian High School was good enough but there were still things that affected such as the physical condition of the school was categorized quite good but the school conditions from In terms of the process of teaching and learning activities (KBM) there are also teachers who are still late in class, school management that is not too neat, the teachers are still apathetic, the welfare of the teacher, there are some teachers who arrive not on time (specified time entered school at 7:00 a.m.), and lack of awareness and negligence from the teachers. So that all of this has an impact on the teacher's work discipline and therefore on the school side, in this case the principal has an important role in managing and managing it well, so the researcher gives an important matter that the leader or principal must change the system and there are some items that will be an offer to apply the work discipline so the need for regulations on written work discipline of the teacher, then regulated in regulations concerning the sanctions of work discipline, encouraging and mutual encouragement and motivation among teachers, financial management must be good, teacher welfare needs to be improved and school management must be managed efficiently and effectively.

IV. CONCLUSION

Implementation of the principal's leadership in teacher work discipline in Tobelo Christian High School is not in accordance with the expectations and desires of the teachers. Because the principal in applying discipline is only limited to appeals in the form of encouragement and warnings, then the teachers have also carried out their obligations, but they are less concerned in terms of the rights of the teachers. What factors support the implementation of the principal's leadership in teacher work discipline is a goal to determine the progress of the school, it is expected that adequate facilities, awareness of each teacher and mutual openness between each other and good cooperation. What factors have prevented the implementation of the principal's leadership in the teacher's work discipline because of lack of facilities, no sanctions in the application of discipline, the welfare of teachers, the weather, even the negligence of each individual. What efforts are made to overcome the obstacles in implementing the leadership of the principal in the teacher's work discipline by deliberately making reprimand or accidentally, all teachers are collected into the teacher's room for evaluation to see things that have not been properly implemented, pay attention to the work discipline teacher welfare, and when all needs are met, discipline will run well and there will be no gap between principals and teachers.

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