



The Principals' of Leadership Style on Teachers Performance

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ABSTRACT

Principal leadership and teacher performance are inseparable things. Improving the quality of education is determined by the human resources involved in the education process. There are many factors that can improve teacher work performance. One of them is the leadership of the principal. The leadership style of the principal is very influential on performance. teacher This study aims to analyze the effect of the principal's competence on work motivation and teacher performance. This research is a qualitative study using a survey. Data collection was carried out using a questionnaire and analyzed using with the samples studied were principals and teachers. From the results of research in the field it is concluded that in general the principal's performance is fairly good, and this has an impact on the good performance of teachers as well.

Keywords: Principal Leadership styles, Teachers Performance

INTRODUCTION

School is an institution that is complex and unique. There is complex system because in some schools there are multiple dimensions to each other that mutually determine and influence each other. School as an organization characteristics that illustrate that the school has its own character that is different from other schools, the school is an institution where there is a learning process, where the implementation of civilizing the life of mankind. The principal is possibly are important in education because has to etahui school situation, understand the characteristics of its members, and be able to fairly and impartially to anyone dalam decision-making process [1]. This research was conducted with the intention of knowing the leadership style and its influence on the performance of elementary school teachers in the Pawiyatanjati Cluster, Sampang Cilacap. Central Java. This research departs from the problems that arise such as delays in submitting administrative bills which must be completed on time

In this study, the respondents were 5 public school principals and 10 elementary school teachers in the Pawiyatanjati Cluster, Sampang, Cilacap, Central Java. The leadership style of the principal is one of the aspects that contribute to interpreting and determining the success of education in the school he dreams of. This happens because the principal has an important role to play in improving and developing schools in a sustainable manner [2]. School leadership practices and styles are very influential on school progress. this influence can occur directly or indirectly. Practice and leadership style Principals that affect the professionalism of teachers and teacher performance and student motivation.

We all agreed bahwa Guru is a person who needs to diguigu and replicates in people's lives. Teachers are considered to have an important role, teachers are considered and expected to be able to produce educated generations, full of knowledge and broad insights, and have noble morals in order to advance the life of the nation and state. Teachers are said to be professional jobs because to become teachers requires a long process through education, training, experience, and special skills. Teachers are the spearhead in the world of education in educating the nation's life [3]. This research aims of this study aim to examine the back influence of the principal's leadership style, the professionalism of teachers, and teacher performance

MATERIAL AND METHODS

The survey method is used in the research, with a cross-sectional survey design. The principal's leadership style and teacher performance are the focus of this study. The instruments used are a principal leadership style questionnaire and a teacher performance evaluation.

All principals and teachers who served in the Pawiyatanjati Cluster, Sampang Cilacap, were included in this study, with information on 5 principals, and 10 teachers. The influence of the principal leadership style on teacher performance at Pawiyatanjati Cluster, Sampang, Cilacap, was investigated using empirical data collected in the field.

Studied is the problem that related with leadership problems school professionalism and performance of teacher[4]. This research examined two variables, such as leadership style, and teacher's performance. The population of this study were all principals and teachers . Based on the description above, it can be concluded that the population is a generalization area consisting of research objects / subjects[5]. There are 5 principals and 10 elementary school teachers that the researchers took as respondents.

The data analyzed has been obtained by analyzing the data continuously until we find differences in the leadership style of the principal and its effect on teacher performance. In this study, the research is not concerned with the number of respondents, but the depth of the information obtained

RESULTS AND DISCUSSION

Principal Leadership Style

The results of this study indicated that there are 3 principal leadership styles that are classified as very good. These styles are the directing style (directing), the coaching style (training), and the supporting style (supporting). That style can be said to be very good. It deserves to be called that because the principal has a good influence on its members. Effective leadership always takes advantage of cooperation with subordinates to achieve organizational goals. In this way , the leader will get a lot of help from the thoughts, enthusiasm and strength of the subordinates who will be menimb ulkan spirit together and a sense of unity, so that it will facilitate the process of delegating and solving problems that are all advancing stats education [6]. The principal provides good direction to the teacher, the principal provides motivation to the teacher, and the principal pays attention to the availability of learning facilities [1].

Teacher Professionalism

Professionalism is leads to mental attitude in the form of a commitment from the members of professions including teachers to constantly establish and improve the quality of the professional. Whereas what is meant by teacher professionalism is a description of his mental attitude and commitment to the realization and improvement of the quality of his teacher competence with all efforts and strategies and constantly developing his abilities in accordance with the demands of the progress of the times, so that his existence always gives meaning [7].

Teacher Performance

Teacher performance is something that has certain specifications. Teacher performance can be seen and measured based on the competency specifications or criteria that must be possessed by each teacher. Teacher performance cannot be separated from the form of behavior. What is meant by the form of behavior earlier is the teacher's activities in the learning process, namely how a teacher carries out the learning process, starting from planning learning, implementing learning activities, and assessing learning achievement and follow-up [9]. Various efforts have been made to improve teacher performance and continuously make improvements to improve teacher performance and quality education in schools from the aspects of input (input), process and output (output), including through education and training, workshops, socialization and seminars, subject teacher deliberations (MGMP) and head group deliberations Schools and madrasah (MKKS/MKKM), as well as education and training (training) to increase teacher competence (PKG) as well as in the Teacher Working group (KKG)[7-10]

From previous research studies (as Tanang & Abu, Permana & Karwanto, Lian, Burhanudin, and Madura) concluded the style of leadership of the principal, very influential on profesionalism teachers and impact on teacher performance [3][8][11-15]. There are more attention to maintained and improved of all, to make better education and to achieve the educational goals [16-18].

In this study, the researcher finds findings that any leadership style, any type that is most important and very influential, is an exemplary leadership style. it all goes back to the principal's behavior. if the principal can provide an example of good behavior, then the performance of the group will be good. for example, if the principal is disciplined, the teacher will be disciplined, if the principal leaves early, the teacher will leave early. then it can be said that exemplary leadership plays a very important role in the world of leadership.

Table 1. Table of leadership findings

No	Statement
1	Principal leadership influences teacher motivation
2	teacher motivation affects teacher performance
3	The example of the principal is very important because it has an impact on teacher performance

CONCLUSION

Leadership Style of the Head of School is very influential on the professionalism of teachers and has an impact on teacher performance . These three things are interrelated and affect each other and cannot be separated. The principal as the leader, as the one who is given the task and authority has an important role in advancing the school he leads. Whether or not the leadership style of the school principal will have an impact on the school as a whole. Based on the conclusions that have been stated above, the suggestions that the writer can convey are as follows;

- 1) The principal must improved their spirit, work ethic, insight into experience and attention to the member teachers continuously.
- 2) Teachers do not hesitate to keep abreast of developments in society and continue to improve their abilities, skills and professionalism in carrying out their professional duties and increase their enthusiasm so that poor performance can be improved and those that are already good need to be maintained and improved. All of this is necessary for the provision of working in realizing the educational ideals that we aspire to.
- 3) Authoritative leadership will be created by exemplary ways. in the sense that a good leader is a leader who can set an example of good behavior regardless of the type of leadership style.

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