

PRINCIPAL'S LEADERSHIP STYLE

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ABSTRACT

School is a place of education that has many dimensions that support each other. This includes teaching and learning activities. The highest position of teachers and other education in schools is the principal. The principal has an important role for the school. This important role is as a determinant of school direction and decision making in overcoming school problems and problems. So it requires the right principal leadership style to carry out this important role. So that the important role of the principal in deciding decisions and the direction of the school can be right for all school members in teaching and learning activities for students. Draws the attention of researchers to conduct research "Theoretical: Principal Leadership Style". With a literature study approach using existing scientific papers in the form of journals.

Keywords: *School, Principal, Leadership Style*

A. INTRODUCTION

Schools are educational institutions that have various dimensions that are related to each other and support each other in which there are teaching and learning activities for students to improve quality and develop their potential. The highest position of the teachers and employees in the school is the principal. Because the principal has an important role and everything in the school. The principal himself is a professional official in the school organization with the task: managing school resources and working with teachers, staff, and other employees in educating students to achieve educational goals. For this reason, cooperation and coordination are needed in order to promote quality schools between teachers and principals. With the leadership of the principal who can be a determining factor in the educational process in schools. Professional school principals will adjust the needs of the world of education and be able to develop according to the times (Minsih, 2019).

With the reason that the leader of the organization will determine the direction of the organization. Leadership itself is a person's activity in influencing and mobilizing its members to achieve predetermined goals. Leadership in this case can be understood as the power to move and influence people (Zainal, et al, 2014). For schools that hold

leadership is the principal. Principals must be able to mobilize their school community to achieve educational goals. This is confirmed by Suharsaputra (2016), which states that leadership allows the organization to move in a directed manner in an effort to achieve predetermined educational goals. In educational institutions, educational leadership is carried out with the aim of influencing school members to carry out their duties and work properly and correctly in accordance with their respective responsibilities. Where in the end, educational leadership is carried out with the aim of developing all students (Gunawan, 2015b).

B. METHODOLOGY

The research method used to research this is the literature study method. Library research (library study method itself) is a method and technique of collecting data by conducting a study of books, literature, notes, and reports that have to do with the problem being solved.

There are several reasons why the literature study method was carried out. Firstly, existing problems can only be answered through library research and otherwise it is impossible to expect data from field research. Forms of research that can only be answered through library research are research related to history, both the history of medicine, the history of the census, the history of thought and economic history. Secondly, literature study is needed as a separate stage in the form of a preliminary study to understand new symptoms that develop in the midst of society. Forms of research that are separate stages in the form of preliminary studies are biological experts conducting library research to find out about viruses and bacteria that have not been recognized, social scientists re-studying the "return to nagari" to recognize the discourse of autonomy typical of West Sumatra, experts in Islamic Religion studying the symptoms of ideologies in Islam to find out the current "splinter" Islamic sects. Third, library data remains a mainstay in answering the problem. The library is a rich gold mine for scientific research. Information and empirical data collected by others can still be used by library researchers. The reason why

researchers use the library method for this research is to understand new symptoms in society.

Using library studies requires time for writers and researchers to conduct research in studying several references found. So that it takes time and energy that is done carefully. This process is important, to increase the credibility of the writing that is compiled. Making a literature study has objectives in conducting this research method, including:

1. Finding a problem or topic that is discussed

Writers or researchers by reading books and scientific articles in their spare time will get used to doing literature studies. Where this can help writers or researchers find more topics.

2. Searching for relevant information

In this case the writer will be helped by the literature study in finding relevant information after getting the topic discussed.

3. Reviewing relevant theories

4. After obtaining the relevant information needed by the author in his writing topic, then the literature study can present theories related to the topic discussed.

5. Searching for and obtaining a theoretical basis

With the theoretical studies available in the literature study, the theory presented can become a theoretical / scientific "reference" for the writing related to the topic discussed.

6. Deepen the author's knowledge and understanding

With the theoretical study presented, there is a theoretical / scientific "reference" related to the topic discussed. This is to be able to deepen the author's knowledge and understanding of the topic discussed.

Among the above objectives, the purpose of the literature study in this research is to find relevant information, examine the theories (science) relevant to the information found, get scientific "references" related to the information obtained by the author;

The existence of the purpose of conducting a literature study makes the birth of types of literature study. To be able to choose one or several by the author in conducting his research using literature study. The following are the types of literature studies that can be chosen by the author:

1. Study of the thoughts of figures

This literature study makes figures who are experts and qualified in their knowledge the topic of their writing. This shows that figures who are qualified in their fields can be used as discussions and then examined more deeply. Through the study of the thoughts of figures, the author can find references in the form of papers that discuss the thoughts of the figures raised. With the madsud through the study of the thoughts of the character can be a new writing for the author only relying on his thoughts.

2. Textbook analysis

Read a number of book texts to serve as references or references. Usually the books read are books related to education. This type of literature study does not require the author to only take readings from books written by authors and figures who are famous (famous) and qualified in their fields. However, this type of study takes readings from books written by all qualified and trusted authors and figures regardless of their status in society. This type of literature can be used in various aspects of writing.

3. Historical study

This study examines the history of the chosen topic. Reading books, articles, literature that explains history can be used by the writer to study history. In this case, this type is broader in its sources but narrower in its discussion. Where this study only discusses history and cannot be used to discuss outside of historical discussions.

The types of literature study research that exist, researchers in conducting this research refer to the type of textbook analysis literature study.

C. RESULT AND DISCUSSION

Definition of Principal Leadership

There are many definitions related to leadership put forward by experts. First came from Bass and Stogdill, according to them leadership is the activity of guiding a group in such a way, to achieve the goals of the group. Guiding leadership means that every leader has the activity of directing and giving direction to the group members he leads to a direction that is close to the goal. Where this guidance activity is carried out by looking at the suitability of goals with what the leader gives to his group members (Rika, 2017).

Making leadership into a complex part by having various concepts. However, this is only focused on 4 things, namely: influence, process, community, and finally the common goal (Northouse; 2013). These concepts are formed into one cohesive into a picture that leads to a picture of leadership itself (Nasib, 2017).

Creating leadership is a factor that every leader must have. This includes the principal who is the leader of the school. According to Kartono and Priansa (2014: 162): Leadership is the ability to provide constructive influence to others to make a cooperative effort to achieve planned goals. Meanwhile, according to Syarifuddin (2011: 108), leadership is a process of interaction between leaders and people who are led in a group or organization. The two opinions presented show that leadership is the ability of individuals to other individuals with a constructive influence through personal interactions in a group or organization. With the leader carrying out his leadership through influence and directing and moving all members to empower the

resources of the organization he leads to achieve the goals of the organization (Minsih, 2019).

In addition, the study of the definition of leadership (which includes education) has two keys. Namely: leadership is the science / art of influencing and moving people to achieve the desired goal, and in an effort to influence and move the leader must have the characteristics: appreciate differences, respect differences, and the next is an effort to build strength. Where the study of the understanding of leadership is complementary and complementary to be able to describe and describe the spirit of leadership itself (Rusdi, 2007).

There is an understanding of leadership from experts with their opinions, according to the researchers themselves, namely: leadership is an activity of guiding group members which includes influence, process, community, and a common goal. With the implementation of its leadership that can influence and move and direct it in empowering the resources of the organization or group in achieving goals. Using humanism traits such as: appreciating differences, respecting differences, and the next is an effort to build strength.

As a principal who is the leader of the school who has a leadership spirit. It can be said to be successful if the existing principal can understand the existence of the school as a complex and unique organization and is able to carry out his role as a person who is given the mandate and responsibility to lead the school. The intention of a successful principal as a school leader is a principal who really knows that the school is an educational institution and also a formal training that is recognized by the community accompanied by a sense of responsibility in leading the school from the principal, making the school a dense group and has characteristics compared to educational and training institutions that are both in one world of education. Because, the principal in managing the school the role of the principal is very large. On the basis that the principal is the driving force, determining the direction of school policy and education at large.

Principal leadership can be defined as the ability to mobilize educational personnel, to be able to produce educational goals set effectively and efficiently. Principal leadership is one of the factors driving the school to realize the vision,

mission, goals and objectives of the school through programs that are implemented in stages and planned. When directing the vision and mission, school leaders must set goals in the direction of appropriate activities and order to move.

Principals are educational leaders at school-level educational institutions, must also be able to avoid rhetorical discourse and the need for proof that the principal has the ability to work professionally and avoid activities and activities that can cause school work to become boring. This means that the principal is required to work fully with his competence and approach to his performance to produce interesting and enjoyable school work (Uray,).

Principal Leadership Style

According to Mulyasa: leadership style is a norm of behavior that is used when the person tries to influence the behavior of others as seen. Leadership style is a pattern or regular form of the behavior of others who become typical leaders when influencing the led, what the leader chooses to do, the leader's way of acting in influencing group members forms his leadership style. This is also the case in the "principal's leadership style" in leading the school. The principal's leadership style is the way used by the principal in influencing his subordinates (those he leads) at school. With behavior patterns that are wisely designed to influence subordinates to maximize the performance of subordinates. In order to maximize organizational performance and performance organizational goals can be maximized to obtain.

In addition to this opinion, there are also those who argue that other people's behavior patterns are in the form of: words and actions. Where the pattern of behavior in the form of words and actions can be felt by others. Thus the outline of the definitive opinion of leadership style is an attempt to influence the behavior of others with behavior patterns in the form of words and actions that can be felt by others to influence the performance of others to the maximum and the goal of the group of others is maximum performance to be obtained (Nursam, 2020).

The leadership style in its implementation is more inclined towards the situation. Giving birth to a new definition of leadership style which is a typical way of behaving

from a leader to his members. Thus, leadership style is a way of behaving consistently towards its members. For the world of education: leadership style is the way leaders guide, organize, move, direct teachers to work together to achieve the goals of education (Siti, 2015).

The forms of the principal's leadership style include: autocratic leadership style (authoritarian: all decisions are in the hands of the principal); democratic leadership style (prioritizing deliberation to reach a common decision by consensus); laissez faire leadership style (a style that leaves decisions on problems and problems to its members); charismatic leadership style (a style that emphasizes the charisma or characteristics of the principal in making decisions on problems and problems faced); transformative leadership style (a style of principal who is able to transform all the resources owned by the school into a solution to problems and problems). Of the various styles available, the style that is often put forward by principals and the best style that can be done by principals is a democratic leadership style and transformative leadership style. With the reason: these two styles involve various elements of the school in dealing with school problems and issues (Idawati, 2013).

D. CONCLUSION

Principal leadership can be defined as the ability to mobilize educational personnel, to be able to produce educational goals set effectively and efficiently. Principal leadership is one of the factors that drive the school to realize the vision, mission, goals, and objectives of the school through programs that are implemented in stages and planned. When directing the vision and mission, the school leader must set goals towards the right activities and order to move.

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