

THE PRINCIPAL'S DEMOCRATIC LEADERSHIP STYLE IN IMPROVING TEACHER DISCIPLINER AT SMP NEGERI 9 SAMARINDA

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ABSTRACT

This study aims to determine the democratic leadership style of the principal in improving teacher discipline at SMP Negeri 9 Samarinda. This research is a qualitative descriptive study. Informants in this study were principals, vice principals, teachers and administrative staff of SMP Negeri 9 Samarinda. The results of this study indicate that the democratic leadership style of the principal of SMP Negeri 9 Samarinda has been going well, it can be seen that the principal has reflected a leadership style that always involves teachers in decision making and is carried out by means of deliberation. The principal appreciates the potential of each teacher by giving awards in the form of praise, congratulations, meals and holidays together. The principal also listens and provides opportunities for teachers to convey any criticism, suggestions or opinions. The principal has done good cooperation by going directly to the field with the teacher. The democratic leadership style applied by the principal of SMP Negeri 9 Samarinda can affect teacher discipline, with this leadership style making the teacher always present on time, implementing it in accordance with applicable regulations, polite behavior at school and responsible for carrying out tasks. This is indirectly proven that the discipline achieved by the teacher is influenced by the leadership style that is directly applied by the principal of SMP Negeri 9 Samarinda.

Keywords: Leadership Style, Teacher Discipline

INTRODUCTION

Based on the results of Komnas HAM research, it was found that there were four educational emergencies in Indonesia, one of which was related to the low quality of teachers. The low quality of teachers can be seen in several indicators that occur in the field, such as teachers who come late to school, teachers are not disciplined when entering class hours, do not enter for no apparent reason, do not make learning tools, leave class during class hours, and teachers are less innovative in the implementation of learning.

One of the components of education that plays an important role in improving the quality of education and creating ethical educational institutions in the school environment is the principal. The role of the principal in improving the quality of education in a school is very important. The principal is a milestone in the sustainability and quality assurance of education in the school environment. One of the efforts that principals can do to improve the quality of education in their educational institutions is to improve teacher discipline. This discipline improvement is important in creating a conducive school climate that can motivate work, as well as creating a work culture and disciplined culture for education staff in carrying out their duties at school.

The right leadership style of the principal can affect teacher discipline, which will later function optimally and maximally to improve the quality of education in accordance with the expected goals. The selection of leadership style and management skills with the right strategy will enable a person to achieve the vision or goals he has set. Therefore, it is very important for a leader to choose the right leadership style as a strategy to achieve the goals set by the school. Based on the results of interviews conducted by researchers at SMP Negeri 9 Samarinda, the principal in leading uses a democratic style. Whatever the problem, there are still teachers who are not disciplined in carrying out their duties such as teachers who are late to school, teachers do not obey school rules and teacher delays in completing learning implementation plans.

METHOD

The research method used is quantitative research and the type of research used in this The research method used by the researcher is descriptive research with a qualitative approach. Descriptive research is research that describes field conditions as they are scientifically. Informants in this study were principals, vice principals, teachers and administrative staff of SMP Negeri 9 Samarinda. Collecting data using interviews and documentation. The data analysis used is data collection, data reduction, data presentation, conclusion drawing/verification.

RESULT AND DISCUSSION

Result

1) Democratic Leadership Style

a. Decisions are made together

The principal of SMP Negeri 9 Samarinda in making decisions always involves the teachers at the school, before making a decision all teachers must agree in advance so that the result of the decision is not perceived as a forced or not unilateral decision, but on the contrary all teachers accept and implement the decision. In the decision-making process, it is carried out by deliberation and involving teachers, by involving teachers, the principal can obtain input and opinions which will then be considered for making decisions. Decisions made from the results of discussions and exchange of opinions will create a mutual agreement, an effective decision can be reached if the decision is fully implemented.

b. Respect the potential of each subordinate

The principal of SMP Negeri 9 Samarinda appreciates the potential of every teacher who excels, has good performance or is disciplined in carrying out his duties, by providing non-material rewards or awards in the form of praise, congratulations, meals or holidays together. Giving awards to teachers, delivered at the flag ceremony on Monday, student graduation, or meeting. The award is in return for what the teacher has done and

as a motivation for other teachers.

c. Listen to criticism, suggestions or opinions from subordinates

The principal of SMP Negeri 9 Samarinda listens to every criticism, suggestion or opinion conveyed by the teacher at the meeting. The attitude of the principal is also very open, responsive and happy, if there are teachers who convey criticism, suggestions or opinions are responded to wisely, both positive and negative. If the criticism, suggestions or opinions conveyed by the teacher are constructive, the opinion of the teacher will be accepted according to the ability of the school or according to the conditions and situation of the school.

a. Cooperate with subordinates

There is cooperation between the principal and the teacher, in carrying out the collaboration the principal is active and always participates in activities in the school, such as participating in community service activities, accepting new students, computer-based assessments, curriculum workshops, socializing the Samarinda Smart Edu application, social service activities and other activities related to school. Another collaboration carried out by the principal by influencing or setting a good example so that all teachers can imitate.

1) Discipline

a. Obey the rules of time

All teachers have complied with the rules or regulations that apply at school such as the arrival time rule 07.30 WITA while for the return time rule 13.00 WITA all teachers are in order if it is not time yet no one goes home early. that the teachers are on time and according to teaching hours. Teachers are also required to be present 10 minutes before class starts, when the lesson bell has rung all teachers rush to class and also if the lesson bell changes, all teachers have followed the rules for teaching in the next class.

b. Obey the school rules

The teachers have tried to implement the school rules as much as possible, in terms of the teacher's attendance at school according to the rules, coming and going home on time, in terms of wearing clothes all teachers are right according to the regulations that have been made because this has indeed been regulated clearly in the school rules and regulations of the ministry of education, before teaching also the teacher has made learning tools.

c. Obey the rules at work

Not all teachers in schools are responsible for carrying out their duties. Because there are still some teachers who experience delays in completing learning devices. But overall or 90% of teachers are responsible for carrying out their duties and have met service standards in teaching.

Discussion

A leader has a direct influence on the habitual attitudes obtained by his subordinates. This habit is determined by the leader, either by the climate or atmosphere of leadership or by personal example. Therefore, to get good discipline, then as a leader must provide good leadership as well. If referring to the theory according to Sutrisno (2020: 89) it says that the factors that influence employee discipline include giving awards, the presence or absence of exemplary from the leader, the presence or absence of definite rules that are used as a guide, the leader's courage in taking action (sanctions), the presence or absence of supervision from the leader and the presence or absence of the leader's attention to employees.

With the democratic leadership style applied by the principal, the influence that the authors found from the impact of the leadership carried out by the principal of SMP Negeri 9 Samarinda on teacher discipline was starting from the presence of teachers who were always on time or orderly, dressed according to applicable rules, behaved politely and responsible for carrying out their duties. This indirectly proves that the discipline achieved by the teacher is influenced by the democratic leadership style applied by the principal of SMP Negeri 9 Samarinda.

CONCLUSION

Based on the results of research and discussion regarding the democratic leadership style of school principals in improving teacher discipline it can be concluded that The democratic leadership style of the principal of SMP Negeri 9 Samarinda has been going quite well, it can be seen in the decision-making that the principal always involves the teacher and the results of the decision are made together, the principal appreciates the potential of the teacher by rewarding teachers who excel, have good performance and discipline in the form of praise, congratulations, meals or holidays together. The principal listens and accepts every criticism, suggestion or opinion submitted by the teacher as well as the cooperation between the principal and the teacher such as being directly involved in various activities in the school and providing positive examples to teachers.

The democratic leadership style of the principal of SMP Negeri 9 Samarinda can improve teacher discipline, it can be seen how the principal has done in improving teacher discipline by giving awards to disciplined teachers, giving good examples, making rules, giving sanctions or penalties for teachers who violate the rules, supervising and paying attention to teachers so that it affects teacher discipline. Starting from the presence of teachers who are always on time, dress in accordance with applicable regulations, behave politely and responsibly in carrying out their duties.

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