

## **Principal's Leadership Style in Improving the Quality of Teachers' Work at Al-Fauzan Private MTs Labuhanbatu for the 2024–2025 Academic Year**

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### **Abstract**

*This study aims to determine the leadership style of the principal in improving the quality of teacher work at MTs Swasta Al-Fauzan Labuhanbatu in the 2024-2025 academic year. The focus of the study includes the form of leadership style applied, supporting and inhibiting factors, and the impact of this leadership on teacher performance. This research uses a qualitative descriptive method, relying on interviews, observations, and the examination of documentation for data collection purposes. The data analysis technique used is a qualitative descriptive analysis technique, which is carried out by reviewing the existing data, then reducing data, presenting data, and drawing conclusions. The results of the study show that the principal applies a transformational and participatory leadership style, which is characterized by the ability to motivate teachers, create a conducive work environment, and involve teachers in decision making. Supporting factors include a harmonious relationship between the principal and teachers, as well as support from education personnel. The inhibiting factors include limited facilities and lack of professional training for teachers at the MTs. So it was found that the right leadership style of the principal greatly influences the improvement of the quality of teacher work. Therefore, communicative, inspiring leadership is needed, and is able to empower all elements of the school.*

**Keywords:** *Style, Teacher Leadership, Private Mts Labuhanbatu, Quality of Teacher Work*

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## **INTRODUCTION**

Effective leadership is essential in educational institution management, as it shapes the development of human resources who are equipped to face both local and global challenges through the educational(Aris et al., 2023). The educational leader in this case is the principal, in the hands of a policyholder this is the fate of the school at stake.

It has been realized that schools are a type of organization called formal education organizations. Therefore, one of the important elements in an organization is the people. Supporting and Inhibiting Factors of the Principal's Leadership Style in Improving the Quality of Teachers' Work at MTs Al-Fauzan Labuhanbatu (Grissom et al., 2021). The main activities they do are teaching and learning activities. For the achievement of organizational goals, if there is no effort for cooperation from all personnel of the organization and supported by the availability of facilities and infrastructure, then of course it is very impossible for the goals of an educational institution to be achieved(Astuti, 2021). The head of an educational institution, in their role as the top leader, is responsible for developing and effectively conveying a well-defined vision and mission to drive educational progress (Hidayat, 2015). The Principal is the leader of education at the level of the educational unit, who is responsible for all school activities. The principal is a very (Wakhid Nugroho et al., 2021).

A school principal is someone who is an organ that should be able to influence the attitude and behavior of its members or employees. In this case, the target is so that teachers are expected to improve their performance after receiving a good influence from their superiors(Sutarjo et al., 2022). Therefore, in order for the influencing process to run well, a leader must treat his members or employees humanely. School principals are also responsible for implementing the State's policies and directions in seeking the best education for school children. Principals are also local community agents who aim to serve parents who enroll their children in school and strive to maintain an educational environment that meets the needs of their children(Fitria Desy Dwi

Kisardi Putri & Kalstum, 2022). In principle, the leadership process is regulation. If it is able to be mastered well, it will be one of the keys to success for the principal in carrying out his duties (Khofiyah, 2022).

The leadership task of the school principal, if viewed in general, is to motivate all teachers to carry out their duties so that in the course of the teaching and learning process it does not harm students and parents who include their children in the school (Hayati et al., 2023). In addition to the principal, teachers are also people who are very influential on the good or bad teaching and learning process. Teachers have a very important role, teachers have responsibilities that cannot be replaced by any sophisticated equipment (Attsaury et al., 2023). Therefore, a teacher should ideally be able to prepare himself as a progressive and productive teacher in every process of learning activities, and of course also related to the personality of a teacher who must always maintain his professionalism, namely by having a good personality and scientific qualities that are indeed appropriate or worthy of pride and teachers must be able to make themselves an example in.

## RESEARCH METHODS

The purpose of this research is to reveal events or facts, circumstances, phenomena, variables and circumstances that occur during the research by presenting what actually happened. Qualitative research is used when the problem is not yet clear, to find out the hidden meaning, to understand social interactions, to develop theories, and to ensure the correctness of the data (Bartlett, 2016). This research was carried out at MTS Al-Fauzan, Labuhanbatu Regency, precisely on Jalan Sempurna, Ali Napiah alley, Rantau Utara District, Labuhanbatu Regency. The researcher chose this place as the location of the research for several reasons, namely there are character values through the habit of congregational zuhur prayers that must be researched, besides that the research location is also affordable from the researcher's residence, making it easier in the research process. Qualitative research uses data collection methods by means of interviews, observations, and documentation. Data analysis techniques.

## RESULT AND DISCUSSION

In this description, the researcher will discuss the description of the discussion according to the research findings, so that this discussion will integrate the existing findings as well as modify the existing findings. The analysis technique in this study uses descriptive qualitative analysis of data obtained either through observation, interviews, or documentation, and parties who know about the existing data guided by the formulation of the problem, namely:

### **Leadership discipline**

Leadership discipline, in the sense of all things, especially in leadership. Prioritizing the beginning of time is something that cannot be repeated, because that is leadership, is a form of obedience of a servant to Allah. If you can still study, you can still do it at any time, because learning is not limited by time. Whenever we want to learn, at that time we can learn.. According to the word of Allah in Q.S. Annisa:103 which reads:

### **Leadership**

In leadership, several principles have been determined, starting from how to call members, starting activities, and how to determine leaders. loyalty, and the rewards that will be

received by all involved in the activity. In this case, it can train leadership as a leader who is obedient and obedient to his superiors without preceding him. Allah says in Q.S. Al-Anbiya:73 which reads:

وَجَعَلْنَاهُمْ أُمَّةً يَهْتَدُونَ بِأَمْرِنَا وَأَوْحَيْنَا إِلَيْهِمْ فِعْلَ الْخَيْرَاتِ وَإِقَامَ الصَّلَاةِ وَإِيتَاءَ الزَّكَاةِ وَكَانُوا لَنَا عَابِدِينَ

“Meaning: We have made them leaders who give guidance with Our commands, and We have revealed to them to do good deeds, establish prayers, pay zakat, and it is only to Us that they always worship.” (Q.S. Al-Anbiya:73)

This can form leadership as well as in schools, where they must follow what the leadership does, while in the leadership of members, follow what the leadership orders while not violating the rules. From this arises a sense of togetherness and mutual respect for others and others.

Based on the results of the research conducted by the author on how the principal's leadership in improving the quality of work of MTS Al-Fauzan Labuhanbatu teachers, the following research results were obtained:

#### **A. How is the leadership of the principal of Al-Fauzan Labuhanbatu Private MTS School? According to Ustadz Drs. Misman, M.Si**

“The leadership style of the principal of Al-Fauzan Labuhanbatu Private MTS School must have a vision and mission to achieve the realization of the performance of the principal himself through the intermediary of teacher educators.”

The principal as a leader in the educational unit environment has a strategic role in determining the direction of policy and the success of educational institutions. At MTs Swasta Al-Fauzan Labuhanbatu, the principal's leadership style greatly influences the quality of performance, both directly and indirectly through the role of teachers as the spearhead of education implementation. The leadership of the principal who has a clear vision and mission is the main foundation in shaping the direction of the madrasah's movement. A strong vision and mission will encourage the principal to make decisions, prepare work programs, and foster teachers to be able to carry out their duties professionally and innovatively

#### **According to Ustadz Darwis Rambe, S.Sos**

“In the context of religion, the principal is a leader and everything that is done will be accountable before Allah swt and the leadership style of the school principal must be in accordance with the State regulations and religious regulations in order to survive in the hereafter.”

As the Qur'an explains وَأَنْ لَّيْسَ لِلْإِنْسَانِ إِلَّا مَا سَعَى

and that man only obtains what he has sought the Qur'an An-najm 39) .”

#### **According to Mu'alimah Ustadzah Masita Rambe, S.Pd**

“Discipline, a person must have a disciplined attitude for example discipline in time, on time and not late Responsibility, a leader is synonymous with the responsibility of their respective duties.

#### **Mu'alimah Riska Rusdayani siregar S.Pd**

“And must have the ability to lead, knowledge and insight must be broad, and have a democratic attitude in the sense that he also listens to the complaints and opinions of his subordinates,”

#### **B. How are the principal's efforts to improve the quality of teachers' work at MTS Al-Fauzan Labuhanbatu?**

##### **According to ustadz Drs. Misman, M.Si**

“Schools must order every educator to participate in realizing the vision and mission of the principal and often provide examples or case studies for teachers in their respective fields and schools must instill a cohesiveness in all education personnel.”

According to Ustadz Darwis Rambe, S.Sos

##### **According to Mu'alimah Ustadzah Masita Rambe, S.Pd**

“The efforts of the principal must understand what exactly the vision and mission are, we continue to do it and we carry it out to the teachers, the principal who is qualified must also be qualified subordinates .”

#### **According to Mu'alimah Riska Rusdayani Siregar S.Pd**

“Efforts are made to improve the quality of teachers, namely through approaches such as notification of information from the principal to the teacher or the rules that a teacher must do in teaching, then with consultation of a teacher with the principal about carrying out his duties, finally by efforts to share between the principal and the teacher, and Participating in the school, for example, in deliberations he is not only silent but also silently gives suggestions or arguments.

c. What are the supporting factors and inhibitions of the leadership of school principals in improving the quality of teachers in private Mts Al-fauzan labuhanbatu

1. According to ustadz Drs. Misman, M.Si "And one of the obstacles to school principals in improving teacher performance is because of the existence of a leadership style that is not liked by certain teachers, whether it is directly or not possible or not having a good personality or lack of support from certain parties
2. According to Ustadz Darwis Rambe, S.Sos “We must be sincere in carrying out our duties and be able to empower teachers well.
3. According to Mu'alimah Ustadzah Masita Rambe, S.Pd "The principal must have experience and a mandate, God willing, to be smooth in accordance with what we expect together, who is of good quality.

According to Mu'alimah Riska Rusdayani Siregar S.Pd “The method of a leader/principal in leading, and the closeness between the superior and his subordinates, and the sense of concern of subordinates and superiors, and the reluctance/fear of subordinates to their superiors, and the lack of a sense of democracy As the hadith explains what it means: Your best leaders are leaders who love them and they love you, they pray for you and you pray for them, (HR. saheeh Muslim).

## **CONCLUSION**

This study provides a contribution of thought to the treasury of knowledge and the development of leadership concepts, especially the science of principal leadership styles in improving the quality of teacher work, and can be used as a reference material in leadership studies. Among them are, Adding new experiences and insights as a container and vehicle to develop horizons of thinking in the field of education so that they can be practiced when in the field, This study can later be used as a consideration for determining a policy in order to improve the quality of teacher work and achieve the expected results in the process of organizing education and teaching programs, This study can be used as a consideration in taking strategic steps regarding the role of the principal in improving the quality of teacher work at Mts Al-Fauzan Labuhanbatu.

This study can be used as material for developing human resource management theory, especially related to the role of leaders (principals) and professional management, Thus showing that effective principal leadership can make a positive contribution to teacher motivation and performance. Principals who provide clear direction, empower staff, and create a supportive work environment encourage the creation of a dynamic learning culture in schools. In addition, transparent and development-oriented teacher performance appraisal policies also play a role in stimulating self-development efforts of educators.

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