

## AN ENHANCEMENT LEADERSHIP MANAGEMENT TO IMPROVE TEACHING PERFORMANCE

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### ABSTRACT

Principal Managerial Model in Improving Student Character at elementary school Medan. The purpose of this research is to find out how the model, results, inhibiting factors, and supporters of the principal's managerial in improving student character at SD Panca Budi Medan, using qualitative methods of observation, interviews, field notes, and documentation, which were conducted for 4 months from January-April 2019. The results of the principal's managerial model in improving student character at elementary school Medan are management of how to carry out his role as principal, synergizing an educational ecosystem that creates a culture and work climate, organizing a comfortable, beautiful and clean school physical environment, fostering an efficient, creative, and innovative work culture. for renewal to achieve the goal of improving the character of honesty, caring, queuing, confidence, and discipline of students at elementary school Medan as a cultured education of quality and quality character.

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### 1. INTRODUCTION.

The prosperity of a nation is seen in the presence of quality human resources. Qualified human resources are able to bring about changes in the nation towards a more positive direction, thus every citizen must be able to develop properly. The development of citizens is not only in terms of intellectual but also in terms of attitudes and skills.

Indonesian government law Number 19 of 2017 Paragraph (1) describes the role of the principal as a manager, the workload of the head of the education unit is fully to carry out managerial duties, develop entrepreneurship, and supervise teachers and education personnel. The principal managerial can synergize the educational ecosystem that creates a comfortable school culture, guides and develops the ability of students to achieve a teaching and learning atmosphere with character, so as to produce a satisfactory quality of education because the quality of teaching and learning that occurs in schools is largely determined by the managerial quality of the principal.

Character education is education that instills good habits so that students understand which is good and which is wrong, good character will be a foothold in organizing character education, students with character will be the driving force for the birth of good children (Insan Kamil).<sup>2</sup>

The above problems arise in the world of education, where the aspects that should be achieved by students from learning outcomes consist of three aspects, namely: affective, cognitive, and psychomotor. However, the achievement of the affective domain is still very low, schools must give more effort in character education in order to achieve affective aspects or good attitudes of students.

Honest character, caring, self-confidence, queuing culture, and discipline are characters that must be owned by students and school residents, the growth and development of good character encourages students to become Insan kamil who has the capacity and commitment to do everything right and have a purpose in life.

Improving good character in students requires a systemized managerial model, the principal's managerial model creates a work climate culture that is conducive to student learning, students can understand.

Feel, live, and practice the values of virtue (moral). So that the creation of students who love the truth, have potential in physical, intellectual, emotional, social and spiritual aspects, in accordance with the stage of development and the characteristics of the physical environment and the socio-cultural environment in which they live.

The achievement of 5 characters applied at SD Panca Budi Medan, honesty, caring, queuing, self-confidence, and discipline, various programs are formed for the application of improving student character, according to the goals and vision and mission of SD Panca Budi Medan to create students with character and morality, supported by a guidebook for the implementation of 5 characters of honesty, caring, queuing, self-confidence, and discipline. Noble character includes goodness that creates a commitment to goodness which ultimately actually does goodness and truth.

Character habituation that is applied every day before starting learning until after school, which is a shared responsibility, both school management, all teachers, and parents of students. So that it creates a culture of good cooperation in achieving goals, making students who are cultured in character and encouraging the birth of good children, Insan kamil, who have the capacity and commitment to be able to do everything right and have a purpose in life.

The principal managerial creates a school physical environment culture that is comfortable, clean, healthy, fosters a harmonious work culture among school community members efficient, creative, innovative, can support in improving the character and culture of the school. skills of students who are morally good. So as to produce graduates with character and quality.

## **2. LITERATURE REVIEW**

### **Principal's Managerial Model**

The model comes from the Latin "Mold" which means mold, or "Pattern" which means pattern. A model is a representation of an object, object, or idea in a simplified form, from natural conditions or phenomena, the model contains information about a phenomena created with the aim of studying the actual system, the model can be a clone of an object, system or event that actually only contains information that is considered important to examine.

The model is a pattern or conceptual framework of planning that is used as a guideline used to create or achieve goals and improve the quality of students, the model referred to here is the principal's system model in creating students who excel in character and the achievement of students who are insan kamil.

Managerial comes from the Italian "Maneggiare" which means controlling a plan, this term is then translated according to the English language is "Management" which means the art of carrying out and organizing, while according to the Indonesian language that managerial is someone who organizes work and controls implementation to achieve certain goals.

Managerial or often called manager is a high skill that is indispensable for every leader. Therefore "managerial is someone who is in charge of organizing, controlling, directing and being responsible for the achievement of predetermined planning goals".

A manager or principal is essentially a plan manager, organizer, leader, and controller. The existence of managers in an organization is very necessary, because the organization is a place to foster and develop the potential of human resources, requiring managers who are able to lead, control in order to achieve effective and efficient goals.

School principals are not only related to the manager of achieving goals, but competencies that are able to anticipate, to grow and maintain in an era of increasingly high educational competition, able to analyze and predict future situations for better changes for the world of education.

### **Definition of Student Character**

The definition of character in language is character or habit, while in terms of character it is a human trait in general that depends on the factors of his own life. Character is a system of beliefs and habits that direct the actions of an individual. Meanwhile, according to the Indonesian dictionary, character is a psychological trait, character, character, habit. From the description above, character is the inner nature that influences all thoughts, manners, behavior, character, character, as well as the individual habits of a human being.

Character is a habit or habit, which is embedded in each person and makes him act according to his habits. It is also very important for a person to know whether the actions taken can bring goodness to himself and others or even harm. This certainly needs knowledge and habituation for the formation of students with good character, honesty, discipline, caring, queuing culture, and self-confidence.

## **3. METHOD.**

This research was conducted using a qualitative method, because the focus of the research was the Principal's Managerial Model in Improving Student Character. This approach is a process of systematic

data collection and incentives to gain knowledge of the Principal's Managerial Model in Improving Student Character at Medan Elementary School.

The definition of qualitative according to Bogda Taylor defines qualitative methods as research procedures that produce descriptive data in the form of written or spoken words from people or observable behavior. The qualitative approach is used to reveal the descriptive power of information about what they do and what they experience on the research focus.<sup>34</sup>

The location of this research is in Medan City, North Sumatra Province, precisely at SD Panca Budi Elementary School. North Sumatra Province, precisely at SD Panca Budi Medan Jl. Jenderal Gatot Subroto Km 4.5 Medan. The implementation of this research lasted for four months, starting from January 2019 to April 2019.

The data source in this research is the subject from which data can be obtained. The data sources explored in this study consist of main data sources in the form of words or actions, the rest are additional data in the form of documents. Sources and types of data consist of data and actions, written data sources, photographs or documents.

1. Main data sources (primary), namely data sources taken by researchers through interviews and observations. These data sources include:
  - a. Principal of SD Panca Budi medan
  - b. Students of SD Panca Budi Medan
  - c. Staff in the field of Education Curriculum
  - d. Student Affairs staff
2. Additional data sources (secondary), namely data sources outside of words and actions, namely written data sources, namely: books, archival data sources, documentation used by the author in this study, consisting of documents which include:
  - a. General profile of SD Panca Budi Medan
  - b. Managerial Model of the Principal of SD Panca Budi Medan which has been systemized.
  - c. Character habituation system in the learning process

#### **4. RESULT AND DISCUSSION**

Interviews conducted at SD Panca Budi Medan. The first thing researcher did was to ask about the program on the implementation of the habituation of character of students. Researchers met the principal of SD Panca Budi Medan. The principal stated that there are several programs carried out in the implementation of character habituation at SD Panca Budi Medan. character habituation at SD Panca Budi Medan.

The program that SD Panca Budi makes to improve student character is not only Islamic religious education, but there are also habits commonly called Morning Talk which specifically discusses character, then Thematic Qur'an which discusses verses related to morals, and LP3B (Lembaga Pengajian Perguruan Panca Budi) where this is also related to morals that lead to the 7 Basic Values of the Foundation.<sup>39</sup>

The same thing was stated by the Islamic Religious Education teacher regarding the supporting factors to improve student character. supporting factors to improve student character "Motivating students and making application of students and make good applications through Morning talk, LP3B education and technology that is scheduled and used"

The program explained by the Principal Rony Irwanto and Mrs. Rubiah as the teacher in charge of Islamic Religious Education subjects are several programs that are very influential in implementing student character habituation, related to motivation, Morning talk, and LP3B, educational programs related to spirituality so that it is easier to improve student character. education programs related to spirituality so that it is easier to improve student character.

The next interview with the principal asked about how the principal's managerial model in improving student character at SD Panca Budi Medan. The principal said that I have my own system model in improving the 5 characters of honesty, caring, queuing, confidence, and discipline.

When I became the principal, the first thing I looked for data was about the character of the teachers I would work with, for me the teacher is the spearhead and cannot leave the teacher as school management because the success of the school is how the teacher manages the class, then determine what to make in developing qualifications and work programs, equalizing vision and teamwork, then dividing the team's jobdesc and the maintenance stage with punish and reward that provides positive encouragement.

The same thing was revealed by the homeroom teacher I Regular 2 SD Panca Budi Medan about managerial and the role of the head of the school. Medan about the managerial and role of the principal in improving student character, Mrs. Nani Armaini. student character, Mrs. Nani Armaini said:

The current principal certainly nurtures us as teachers, directs us when we are wrong, is friendly, welcoming, committed to achieving goals, his management is quite significant, meaning that it is very influential, children in the upper grades are already aware of good character, accustomed to it.

The program of rules and good habits that have been carried out by the teachers as well as school management before students enter the classroom which is one way to create discipline students, and a culture of queuing. Seen the concern of the school management for students to dress in full attributes and cultivate 5 characters honesty, caring, queuing, discipline, and confidence, Creating programs and good habits is one form of a systematic managerial model. managerial model, as the principal must take an active initiative to make changes to adapt to changes in the environment. changes to be adjusted to environmental changes. Able to overcome obstacles in the process of creating a work culture and climate that is conducive to student learning, and is able to foster a culture and climate that is conducive to student learning.

Conducive to student learning, and able to foster an efficient, creative and innovative work culture. efficient, creative and innovative work culture of students before entering class by lining up neatly and completing school attributes, students line up orderly in front of their respective classes.

Doing habituation every morning when lining up before entering class, students look cheerful and happy singing their respective yells, then reading one of the short surahs, then reading prayers together to enter the class, and then the teacher asks questions before entering, the children look enthusiastic about answering questions, without dispersing from the line, answering questions by pointing hands and queuing, good habituation has been done which is one way to achieve the purpose of habituation.

Observations on the first, second, third, and fourth floors, look clean and comfortable, and researchers saw on each classroom wall there were pictures of men and women with the writing of students dressed in complete school attributes and 5 characters, complete attributes are hats, ties, names, Panca Budi ois, belts, socks, and black shoes, and the five characters are honest, disciplined, caring, queuing, and confident. Here it can be seen that the management cares for students to dress in complete attributes and cultivate 5 characters of honesty, discipline, caring, queuing, and self-confidence.

Observation in the corridor on the second floor of SD Panca Budi, where at that time there was a child who left the class to go to the bathroom, the student greeted the researcher kindly, smiled with AssalamualaikumMis, then rushed to the bathroom. There are learners who care about their social surroundings even though they do not know them, but greet them kindly and politely.

Care for the cleanliness of the first and second floor bathrooms looks clean and fragrant, the glass is clean without any graffiti on the glass as well as on the bathroom walls, the researcher hears the teacher explaining from the next class, hears from each class learning enthusiastically, some are reading verses together, some are having discussions, the cleanliness and comfort of the environment is clearly visible to the researcher which is a supporting factor for creating a nyman and pleasant learning environment.

The discipline of students can be seen all students waiting for the teacher and the school entrance bell, when the bell rings and the teacher comes, all students take their respective rows neatly and orderly, then read a short surah, and enter one by one neatly and queue without pushing their friends, and greet them first. This is also seen by researchers in the following days, this shows good habits starting from the beginning of the learning process, and students show a culture of queuing and discipline when starting the learning process.

Caring for the cleanliness and tidiness of the class has been seen in class V Bilingual II in the morning, the class also looks clean with a neat arrangement of chairs, and bags in place, before starting the lesson, students first greet the teacher, followed by reading short surahs, asmaul husna, and reading learning prayers together.

Honesty during the learning process takes place, there are students who are honest with themselves, asking about lessons that they think they don't understand, The desire to achieve a goal requires a consistent system and rules, where the existence of rules will be able to support the realization of a desired goal. If the rules are obeyed and carried out every day, then a habit arises that is carried out by all members concerned so as to create a culture that will be the hallmark of an organization.

A positive school culture is at the heart of change and growth in student learning. The principal's managerial model plays an important role in being consistent in carrying out the programs that have been set, with a consistent system and the habits that are applied will greatly support the achievement of

a goal that makes students have honest, caring, respectful, and caring character. students are characterized as honest, caring, queuing, confident, and disciplined. "Managers or school principal is essentially a plan manager, organizer, dreamer, and controller, controlling in order to achieve and controllers, controlling in order to achieve effective and efficient goals " efficient .

Competencies that can anticipate to grow and maintain higher educational competition. The regulations that have been made, are able to support the achievement of a desired value, because it is supported by the competence of the teachers. desired, because it is supported by an implementation guidebook in which the 5 aspects of honesty, caring, and efficient character are included. It includes 5 aspects of honesty, caring, queuing, confidence, and discipline. Good habituation includes getting used to living with character and Qur'anic spirit. Qur'anic spirit, the principal plays a very important role in directing the members to comply with the rules that have been made.

## 5. CONCLUSION

The principal's managerial model in improving student character at SD Panca Budi Medan is an open system model, which creates a climate and work culture, by arranging a comfortable, clean, and beautiful school physical environment, fostering an efficient, creative, and innovative work culture. Managerial starting from exploring teacher character data and how to approach it, determining, developing qualifications, and work programs, determining targets, good cooperation, equalizing missions, distributing job descriptions, and maintenance stages regarding rewards and punishments, which are systemized and committed.

Factors that can support the principal's managerial model in improving student character at SD Panca Budi Medan are: good cooperation between school management and teachers, as well as parents, and the existence of good personality competencies possessed by teachers, because teachers are very influential modeling in improving the character of students, the existence of habits that are applied consistently and providing motivation. While the inhibiting factor is that there are still teachers who are less concerned about providing direction to students, the influence of parents who are not in line with school management, as well as the influence of the outside environment and the culture of queuing has not been synergized.

The principal's managerial model with an open system model is very influential in improving the character of honest, caring, queuing, confident, and disciplined students at SD Panca Budi Medan with a consistent program, through habituation both before starting learning until completion, Morning Talk, Thematic Qur'an, LP3B (Lembaga Pengajian Perguruan Panca Budi), as well as teacher motivation and exemplary.

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