



The Strategy of School Heads in Improving the Discipline of Education Manpower in Madrasah

Jepri Husin

Universitas Islam Negeri Sumatera Utara, Indonesia

Email: jeprihusin@gmail.com

Abstract:

The purpose of this study was to determine the strategies of principals in Madrasahs, to determine the level of work discipline of teaching personnel in Madrasahs, to determine the strategies of principals in increasing the discipline of teaching personnel in Madrasahs, to describe improvement steps in improving the discipline of teaching personnel in Madrasahs. The literature review used to analyze the results of this study, namely the strategy and principal and discipline of the workforce of education and the strategy of the Principal in improving the discipline of teaching workforce. The method used in this research is descriptive-analysis using a qualitative approach, data collection techniques with the stages of observation, interviews and documentation. Data analysis procedures, namely data reduction, data presentation, drawing conclusions. The results of the study, the principal's strategy in improving the work discipline of education personnel in Madrasahs by giving examples of good character traits, providing motivation, giving reward and punishment, making rules of order, developing performance. Steps to improve the principal in improving discipline in the workforce of education in Madrasahs by means of motivating members, members of study permits, providing basic disciplinary training, member reward and punishment, the use of information technology. In conclusion, the strategy to improve the work discipline of education personnel at MTs Negeri 2 Medan is by giving examples of good character traits, providing motivation, giving rewards and punishments, making rules of order, developing performance.

Keywords:

principal strategy; discipline of educational workforce

I. Introduction

Education as a process of homonization and humanization helps young people to develop into whole, moral, social, character, personal, and knowledgeable humans. The educational process has no end, it is interesting to continue to be studied and developed. Not only in the realm of theory, but also in the realm of practice. As a manifestation of the government's seriousness in dealing with education, we can see in the National Education System Law number 20 of 2003 in Chapter II, article 3 which reads: "National education aims to develop the potential of students to become faithful and devoted people to God Almighty. One, have a noble character, are healthy, knowledgeable, capable, creative, independent and become democratic and responsible citizens.

The implementation of the objectives of the National System must go through a systematic and directed process of education and sustainability in a forum, both formal, informal and non-formal. In this case the government is responsible for conducting coaching both facilities and infrastructure. The next task is carried out by an institution or organization as an extension of the government. Considering the heavy responsibility of educational institutions / schools, schools must be managed in a professional manner, so that educational goals are achieved as expected. For that we need a leader who is able to anticipate changes that

occur in the world of education. Education is a human effort to develop personalities in accordance with the values in society and culture (Mukhtar et al, 2019). While Musdiani (2019) state that the improvement in educational quality strongly emphasizes the importance of the role of the school as an autonomous primary offender and the role of the principal in developing education.

The principal of the school as an educational leader who has an important role in developing educational institutions, namely as in control in educational institutions. The principal as the top head of the school greatly determines the progress and retreat of a school, the course of the teaching and learning process, then also provides good guidance and direction and services to all school personnel. Therefore the principal in carrying out educational activities must carry out a planned and systematic management so that the optimization of educational resources is materialized to achieve goals. The provision of education causes a functional relationship between educational resources. Administrative personnel for education as a component of human resources which together with other components work together in achieving educational goals.

The principal as a leader in educational institutions must pay more attention to educational personnel. In order to create a comfortable and harmonious atmosphere and school education staff can carry out their duties properly and the goals desired by the school can be achieved. One of the efforts of the principal in advancing the performance of education personnel is by applying the concept of work discipline, the concept of work discipline always refers to the rules, norms or limits of behavior by instilling discipline, individuals are expected to behave in accordance with norms. Discipline in this case is obedience or obedience in obeying the rules or norms that apply in a certain environment.

The leadership role of the principal to guide, control, and influence education personnel is considered capable of increasing discipline in Madrasah. So that the skills of the principal are needed in influencing or encouraging to increase the discipline of Administrative Personnel. Leadership is one of the factors that determine success in implementing school-based management, the leadership of the principal should be able to position himself as someone who has influence on administrative staff to improve administrative staff discipline as a guarantee of the quality of education and is in line with the vision, mission and goals to be achieved by the Madrasah.

Therefore, the discipline of education personnel must be managed properly and maintained so that it does not decline. In fact, it should always be considered in order to increase continuously. The data that will be explored in the research are those related to the implementation of the principal's strategy in improving the discipline of the teaching force. The data to be obtained is qualitative data which provides an overview of the principal's strategy in improving the discipline of teaching staff in Madrasah.

II. Research Methods

The objectives to be achieved in this research are to obtained data about the strategies used by the principal in improving the discipline culture of teaching staff at MTs Negeri 2 Medan. Research on principal strategies in improving. This disciplinary culture is carried out at MTs Negeri 2 Medan. The selection of the research site is based on the consideration that MTs Negeri 2 Medan is one such school pay attention to the formation of good moral and disciplinary character in each of its educators. This inspires the author to research and make

the school as material for the study of the principal's strategy and the disciplinary culture of educators.

The approach that the authors use in this study is qualitative research approach. The reason for this approach was chosen because the author wanted to reveal and understand how the principal's strategy in improving the discipline culture was applied. This means that the author in this study will explain the situation as it is happening at school. As the theory goes, qualitative research is research that tries to understand phenomena in their natural setting and context (not in the laboratory) in which the researcher does not attempt to manipulate the observed phenomena.

While the method used by the author in this study is a descriptive method. Descriptive method is research that tries to provide a systematic description of situations, problems, phenomena, services or programs, or provides information about, for example, the living conditions of a community as well as situations, attitudes, views, ongoing processes, influences and a phenomenon. So, the data that the author has obtained through the results of observations, interviews and document studies will be written systematically in descriptive form.

III. Result and Discussion

The principal is the school personnel who are responsible for all activities in the school. The principal is not only responsible for the smooth running of the school in an academic manner, but also the state of the school environment with the conditions and situations as well as the relationship with the surrounding community.

Initiatives and creatives that lead to the development and progress of schools are the duties and responsibilities of the principal in improving the discipline of the teaching workforce. Because education personnel are part of the education system that participates in achieving the goals of national education, which carry out the task of planning and implementing administration, management, development, supervision and technical services to support the educational process in the education unit. The principal as an education leader tries to carry out his duties as the principal in improving the work discipline of the educational workforce by providing continuous guidance to education personnel in schools, both individually and collectively, in order to better understand and be more effective in realizing all the duties of the educational staff and also create a better working atmosphere and stimulate the work spirit of education personnel, especially school administrators.

The principal as a leader in an educational institution needs to have a certain strategy to develop the motivation of the teaching staff in his work environment as is done by the principal in Madrasah. Several strategies have been implemented to improve discipline in teaching workforce, among others. The following is a description of the research data regarding the principal's leadership strategy in improving the discipline of teaching staff in Madrasah.

The researcher observed from the explanation of the principal above that the strategy must be possessed by every leader to make it easier for the principal to carry out his leadership. The principal in improving the discipline of education personnel also needs a strategy so that the expected results are effective. The strategy undertaken by the principal is to create exemplary traits in himself so that members can emulate his role model. Educational personnel do not come into direct contact with students to achieve educational goals, but they play a role in facilitating the process of achieving educational goals, completing school

administration effectively and efficiently. Therefore, the principal's strategy plays an important role in the success of education. The principal's strategy must be carried out and owned by the principal.

It can be concluded that there are many strategies taken by the principal in carrying out his leadership such as providing examples of good character, making rules of order, communicating well, motivating and giving rewards and punishments to educational staff. Achieve the goals that have been set effectively and efficiently by utilizing human resources in schools.

IV. Conclusion

As the key to the success of a school, education personnel are required to have high work discipline, especially time discipline. The existence of discipline is expected to improve the performance of educational personnel, The discipline of work that education personnel must have is not only limited to arriving on time to start their work, but educational staff must also stand in front of the fence to shake hands with students and colleagues.

Apart from arriving on time there are many disciplinary matters that are adhered to by educational staff, such as wearing neat uniforms, being on time in completing student, teacher and school-related administration. The awareness of education personnel about their duties and functions to help the learning process run smoothly and the educational process must be on time in completing tasks, arrive at school on time, order in uniform, and obey the rules set by the school principal. Thus so that educational goals will be achieved. The ability of educational personnel can be seen from the actions or activities carried out by administrative personnel in the administrative, management, development, supervision and technical service processes. The performance of administrative personnel in administrative activities is the ability or competence of administrative staff in administrative, management, supervision and technical service activities in order to achieve educational goals and improve the quality of education.

Therefore, educational personnel are one of the components of education that play an important role in the success of education. Administrative personnel are expected to be able to carry out and know about their duties and functions so that they are able to play a role as professional administrative staff. The selection of administrative staff according to their expertise absolutely must be made by the principal.

As the key to the success of a school, administrative staff are required to have high work discipline, especially time discipline. The existence of discipline is expected to improve the performance of administrative employees so according to the interviewees related to how the principal should act in increasing good work discipline, the answer is as follows:

The head of Madrasah always makes plans to increase the knowledge, skills and willingness of administrative staff to be disciplined in carrying out their assignments. I always do work planning in consultation with administrative staff to discuss what is needed at work. The observation above shows that the administrative staff's awareness of their duties and functions to carry out the school administration process must be punctual and disciplined so that educational goals will be achieved, the purpose of disciplinary development for education personnel is to be able to improve the performance of administrative staff to improve the quality of education and the quality of schools, to achieve the goals of education and teaching and to direct the school towards a better and more perfect.

Furthermore, in routine work that often causes boredom so that it can reduce the discipline of administrative employee performance, the most appropriate handling is to increase the motivation for discipline in the work of administrative personnel. Researchers say this because motivation is an effort to provide encouragement to administrative staff to work according to or even exceed predetermined performance standards. The head of the Madrasah always develops enthusiasm and discipline for the work of the administrative staff, by providing support and motivation in doing their job so that administrative staff are satisfied with their work if there is motivation from their superiors. Motivation is a fairly dominant factor that can move other factors towards work effectiveness. In addition, the principal also gives awards to administrative staff to motivate them to improve positive and productive performance. Awards are given to employees who are disciplined in doing their job openly so that every employee has the opportunity to achieve it. This award is carried out appropriately, effectively and efficiently so as not to cause negative impacts and always provide motivation to administrative staff as well as teachers and always make approaches to administrative employees so that work discipline can increase. In addition to motivation for administrative staff, another step taken by the principal is to focus on improving the effective and efficient process of administrative staff in completing school administrative tasks which are the responsibility of administrators to guide and provide assistance and provide guidance and training to them, The principal as an education manager has an important role in determining or bringing the school he leads to obtain good quality. This situation can certainly be realized well, if the principal is able to create a strategy that is relevant to the conditions in increasing the discipline of the workforce of education workers. If it is related to the strategy of the principal of MTs Negeri 2 Medan according to the analysis of the researcher, the principal's action is a strategic effort in the future so that the school he leads can be an example of dedication in providing the best education to the community in the Medan area.

References

- Andang, Principal Management & Leadership, Yogyakarta: Ar Ruzz Media, 2014.
- Asmendri, Theory & Application of Quality Improvement Management and Education School / Madrasah, Batusangkar: STAIN Publishing and Publication Unit Batusangkar, 2012.
- Foster, Bill, Karen R. Seeker, Coaching to Improve Performance Education staff, Jakarta: PPM Publisher, 2001.
- Daryanto, School Administration & Management, Jakarta: PT Rineka Cipta, 2013.
- El Widdah, Minnah, Asep Suryana, Kholid Musyaddad, Leadership Value Based and Quality Development Madrasah, Bandung: Alfabeta, 2012.
- Fathurrohman, Pupuh and M. Sobry Sutikno, Teaching and Learning Strategies, Bandung: Refika Aditama, 2011.
- Heryati, Yetti, Mumuh Muhsin, Educational Resource Management, Bandung: CV Pustaka Setia, 2014.
- Gavinov, Ivan Tinarbudi, Office Management, Yogyakarta: Parama Publishing, 2016.
- Hadijaya, Yusuf, Developing Strategies to Produce Effective Educator Performance Medan: Perdana Publishing, 2013.
- Ardana, I Komang, Ni Wayan Mujiati, I Wayan Murdiartha Utama. Human Resource Management, Yogyakarta: Graha Ilmu, 2012.
- Heryati, Yetti, Mumuh Muhsin, Educational Resource Management, Bandung: CV PUSTAKA SETIA, 2014.
- Jerry H. Makawimbang, Yang Educational Leadership Quality, Bandung: Alfabeta, 2012.
- John W. Newstrom and Keith Davis, Organizational Behavior, New York; McGraw-Hill, 2010.
- Mangkuprawira, Sjafri, Manajemen Sumber Daya Manusia Strategik, Ghalia Indonesia, 2004.

- Marzuki. 1983. Metodologi Riset. Yogyakarta: PT. Hanindita Offset.
- Muktar, et al. (2019). Existence of Pranatal Education in Islam. Britain International of Linguistics, Arts and Education (BIO LAE) Journal. 1(2): 210-223.
- Musdiani, Mardhatillah and Khausar. (2019). Analysis the Role of Headmaster in Applying Quality of Education in Primary School Districts, Aceh Barat. Budapest International Research and Critics in Linguistics and Education (BirLE) Journal. 2(3): 27-35.
- Noor, J. 2013. Metodologi Penelitian. Jakarta: Kencana Prenada Media Group
- Rahman, A., Khaliq, A. 1985. Al-Maqāṣid al-‘Ammah li al-Syar’iat al-Islāmiyah. Kuwait: Maktabah al-Sahwah al-Islāmiyah
- Rofiq, A. 2015. Hukum Perdata Islam di Indonesia. Jakarta: Rajawali Pers
- Saad, M. 1998. Maqāṣid Asy-Syar’ah al-Islāmiyah wa ‘Alaqtuhā fi al-Adillah Asy-Syar’ah. Riyadh: Dār al-Hijrah
- Sistem informasi dan Penelusuran Perkara Pengadilan Agama Binjai, dikutip dari http://siip.pa-binjai.go.id/statistik_perkara, pada tanggal 29 November 2019, pada pukul 10.00 WIB
- Soekanto, S. 1986. Pengantar Penelitian Hukum. Jakarta: Penerbit Universitas Indonesia Press
- Sugiono. 2009. Metode Penelitian Pendidikan Pendekatan Kuantitatif, kualitatif, dan R&D. Bandung: Alfabeta
- Utari, F. 2018. Tingkat Perceraian Di kota Binjai Tahun 2015-2016. Study Lapangan di Pengadilan Agama Binjai. Skripsi: Universitas Sumatera Utara
- Walgito, B. 2002. Bimbingan dan Konseling Perkawinan. Yogyakarta