



## Principal's Influence On Organizational Leadership Management SMP Negeri 4 Banguntapan

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### Abstract

**Introduction to The Problem:** Leadership strongly influences an organization or agency; leadership style also has the potential for future performance. Good leadership will also have a good impact on the organization.

**Purpose:** This is where you explain 'why' you undertook this study. If you are presenting new or novel research, explain the problem that you have solved. If you are building upon previous research, briefly explain why you felt it was essential to do so. This is your opportunity to let readers know why you chose to study this topic or problem and its relevance. Let them know what your crucial argument or main finding is.

**Design/methods/approach:** The method or method used in this observation is a qualitative method system. The qualitative method collects data through observation, observation, and interviews of a school with various reports related to the problem to be solved.

**Findings:** Here, you can explain 'what' you found during your study, whether it answers the problem you set out to explore, and whether your hypothesis was confirmed. You must be clear and direct and give exact figures rather than generalize. It is important not to exaggerate or create an expectation that your paper will not fulfill.

**Research implications/limitations:** Here, you can explain characteristics of design or methodology that impacted or influenced the interpretation of the findings from your research. They are the constraints on generalizability, applications to practice, and utility of findings that result from how you initially chose to design the study or the method used to establish internal and external validity of the result of unanticipated challenges that emerged during the study. Your research may have multiple limitations, but you must discuss only those directly related to your research problems.

**Originality/value:** This is your opportunity to provide readers with an analysis of the value of your results. It is a good idea to ask colleagues whether your analysis is balanced and fair, and again, it is essential not to exaggerate. You can also conjecture what future research steps could be.

**Keywords:** leadership, organization, principal, management

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## Introduction

Leadership has a significant influence on the effectiveness of an organization's management and its achievements. The existence of a school as an educational organization has a role and function to help develop, preserve, and pass on cultural values to its students. Organizational leadership in schools reflects the achievement of the quality of education. The value of the quality of achievement is the main thing for all school members in producing quality graduates and character. Leadership influences a direction because the leader may have certain qualities distinguishing him from his followers. Voluntary (compliance induction) theorists view leadership as an indirect imposition of influence and a means of forming a group following the leader's wishes (MOEJIONO 2002).

## Literature Review

This section concisely describes the study of theory, which forms the basis of the research. The primary material of this section is (1) theory that supports research and (2) previous research that is relevant to the study theme.

## Methods

The method used in this observation is a qualitative method system. The qualitative method collects data through observation, observation, and interviews of a school with various reports related to the problem to be solved. Qualitative methods help study a problem. It helps a researcher to study the scheme's foundation related to the problem in observation. It helps a researcher to review the shortcomings and strengths of previous observations. Eliminates repetition of observations.

## Result

SMP Negeri 4 Banguntapan is an educational institution located in Bantul Regency, which is located in Banguntapan. As the school's top control holder, the principal is the most decisive element in the school's success and is the first person responsible when education fails. As the central point in the school, the principal must be more capable than other elements in influencing and mobilizing resources to achieve school goals. The principal's ability in various ways will color school life as an educational institution with its characteristics. Principals have a role as educators, managers, administrators, supervisors, leaders, innovators, and motivators (EMASLIM). Transformational style in SMP Negeri 4 Banguntapan is needed to realize organizational change from the bottom up to realize sustainable organizational change (Windasari, 2022). This critical role determines the success of the principal's performance in fostering human resources (HR). The principal's leadership ability is directed to plan, organize, mobilize, and control the teachers to perform well in their duties. (Keizer & Pringgabayu, 2018).

The principal leads an educational institution whose role is so complex. In addition to his role in organizing and managing schools to be efficient and effective, the principal is also required to improve the performance of his employees. The principal of SMP NEGERI 4 BANGUNTAPAN plays a significant role in motivating teachers and employees to improve employee performance, especially in learning. Effective principals must have a clear vision of their school and understand how to make efforts to achieve the vision and mission of the school by empowering the school community. Good employee performance will be achieved if the principal successfully motivates teachers and employees. On the other hand, without the role of the principal, especially in motivating teachers and employees, there will be an imbalance in employee performance because they can assume that they are not valued as employees. (Jamrizal, 2022). The duties of the principal, in addition to leading and guiding the course of learning in a school agency, must be to motivate employees and teachers in order to achieve good employee performance and vice versa; if the principal is unable to motivate his employees, efficient employee performance will not be realized. (Jamrizal1, 2022).h (Sukendar & Usman, 2013). The vision of SMP N 4Banguntapan itself is "Discipline, Achievement, and Noble Character." While the mission is: a. Carry out school rules

with discipline, b. Carry out effective, efficient, and fun learning, c. Carry out learning based on technology and information, d. Effectivizing self-development / extra-curricular activities, e. Implementing character education in all subjects, f. Implementing the 5S culture (Salam et al.), g. Prioritizing deliberation in making decisions, h. Carry out worship following religion and beliefs, i. Carry out 9 K (Order, Security, Cleanliness, Beauty, Shade of Kinship, Health, Exemplary, Openness). The principal has a significant influence on the leadership of the school organization, including being able to manage the organization under him. The information we get related to the influence of the principal in the school's organizational culture is excellent, even if there is an increase in the principal. His excellent performance, setting an example, and participating in improving the organizational culture that exists in the school. A good principal will affect the running of the organization at school. Following the organizational climate can characterize and manifest the organizational environment and can also be felt by all organization members to achieve organizational success (Rahawarin & Suharsimi, 2015).

The culture of a school can be seen through the actions or habits carried out continuously by the school community. Every school has some cultures with one dominant culture and some other cultures as supporters. The implementation of school culture is a product of the interaction of each individual who is a school component. (Syafira et al., 2022). The influence of leadership presented at the school is very visible in the organizational culture regarding spirituality, nationality, reading interest literacy, Uintah tanah air singing the national anthem, reading asmaul husna and tadarus daily. According to the information we get, the influence of leadership in the school is beneficial because of the increased leadership culture, as mentioned above. Again, the role of the principal is to help improve the organizational culture. Significant influence can be seen from the already running osis, POT (parents' association), frequent meetings with parents, and monthly recitations conducted by the school community. This certainly supports the running of the school's organizational culture for the school itself and the community around the school. In addition, there are also his, scouts, and school committees that support the development of organizational culture in the school.

In education, organizational culture is an academic culture that regulates educators so that they can understand how they should behave towards their profession and adapt to colleagues and their work environment so that a system, values, academic image, and work ethic are formed in organizational life. Within the scope of the school organization, there is also classroom supervision in the school system; this refers to the primary mission of learning, which is when the activities carried out are to improve the quality of the academic achievement process in school learning outcomes. (Keizer, Dematria 2017)

Building a school's organizational culture is very important and must be done, especially to achieve educational goals. School organizational culture can also make a positive contribution to the success of SMP Negeri 4 Banguntapan Organization in achieving its goals. Moreover, the purpose of education will not be realized by itself without adequate brainwave, so it is useless if the school's facilities and budget are adequate in building organizational culture if it cannot make the most of it (Handayani & Aliyah, 2015). This is because culture is a doctrine and an adhesive for organizational members to obey the rules or policies in the organization/madrasa. The madrasah organizational culture is not much different from applying other organizational cultures that can create a pleasant work environment. (Ifly & Hidayah, 2018).

The concept of organizational culture applied at SMP NEGERI 4 BANGUNTAPAN school is to train student leadership and provide leadership concepts in the organization. That is by familiarizing students with discipline, friendliness, courtesy, and others. In this school, there are also organizations, such as Osis, that help preserve the organizational culture itself. Students also carry out deliberations in leadership, whether it is the election of osis, class leaders, etc. The principal has a significant influence on the leadership of the school organization, including being able to manage the organization under him. The information we got related to the influence of school management in the school's organizational culture was excellent, even an increase in the principal who set an example and participated in improving the organizational culture in the school.

A conducive school organizational culture is a requirement for an effective teaching and learning process. School organizational culture is a distinctive characteristic that can be identified through its values, attitudes, habits, and actions shown by all school personnel, forming a unique unity of the school system. The School has a culture that forms a whole and distinctive system pattern. The uniqueness of school culture is inseparable from the vision and educational process that takes place, demanding the existence of school elements or components in an organization, especially teachers.

According to (Koontz & Burhanuddin, 1994), A good work culture will improve work, so job satisfaction and attitudes are also positive. This is because some traits in a person interact with specific climate dimensions, leading to certain conditions. The success of setting organizational goals in schools, building excellence, uniting the interests of various parties, and various manifestations of culture above are conducive conditions and encourage the maximum performance of the people in it.

## **Discussion**

Authors should discuss the results and how they can be interpreted from the perspective of previous studies and the working hypotheses. The findings and their implications should be discussed in the broadest context possible. Future research directions may also be highlighted.

## **Conclusion**

The presence of leaders in the context of control over the school culture that has been significantly created affects the activities of the organization's members. The leader, in this case, the principal, must be able to participate and manage the values that have become positive habits in the organization. Every school has several cultures, with one dominant culture and others as supporters. The implementation of school culture is a product of the interaction of each individual who is a component of the institution. School culture exists because of the adaptation between various values' accumulation, transformation, and struggle.

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## **Author contribution statement (Optional)**

Specifies the exact contributions of each author in a narrative form.

## **Declaration of Interests Statement**

The authors declare that they have no known competing financial interests or personal relationships that could have influenced the work reported in this paper. Alternatively, The authors declare the following financial interests/personal relationships, which may be considered potential competing interests.

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