



THE INFLUENCE OF THE SCHOOL PRINCIPLE'S LEADERSHIP ON TEACHERS' WORK DISCIPLINE

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Abstract: This study aims to determine how much influence the principal's leadership has on the work discipline of teachers in public high schools in Tanjung Priok District, North Jakarta. This research consists of two variables, namely the principal's leadership as the X variable and the teacher's work discipline as the Y variable. This research uses a quantitative approach with a survey method. The population in this study were teachers at State Senior High Schools in Tanjung Priok District, North Jakarta. Sampling used a proportional random sampling technique with a total sample of 105 teachers obtained using the Slovin formula. The data collection technique uses a questionnaire with a Likert scale. Hypothesis testing is done by simple linear regression analysis which produces a regression equation $\hat{Y} = 38.565 + 0.638X$ and a coefficient of determination of 0.548 or 54.8%. From the results of testing the hypothesis using the t test, the results obtained are $t_{count} (11.164) > t_{table} (1.98326)$ and the result is a significant value of $0.000 < 0.005$. So that it is stated that the principal's leadership variable has a significant influence on the work discipline of teachers in public high schools in Tanjung Priok District, North Jakarta.

Keywords: Principal Leadership, Teacher, Work Discipline

1. INTRODUCTION

Education is a milestone in the progress of a nation. Education is a tool for making changes to the life of a society for the better. Development in the education sector is an effort to increase quality human resources which is expected to have a positive impact on improving various aspects of life. The influence of education is very large in developing and improving the quality of professional human resources to be able to realize the goals of national education, namely to educate the life of the nation and develop humanity as a whole.

In the era of development of science and technology, the role of education is very important in order to educate the nation's life and form skilled people to participate in development, in accordance with Republic of Indonesia Law Number 20 of 2003 concerning the National Education System Article 3 which states that: National education functions developing abilities and forming a dignified national character and civilization in order to make the nation's life more intelligent. Education is an integral part of the development of a nation.

To achieve these goals, educational activities are carried out, especially in formal educational institutions, as a strategic component in meeting educational needs. The role of the teacher as an educator is a figure who is used as a role model for students

become a self-identifying figure. Success in education can of course be seen from whether the teacher is ready or not in preparing students to learn and also plays a role in educating, directing, guiding and training.

The teacher is the one who determines the success of learning, such as whether or not students can absorb the material given by the teacher, of course this depends on the way the teacher conveys the material so that it is easy to understand and can be conveyed well. According to the Minister of Education and Culture, when referring to the 8 national education standards (SNP), of the eight points the most important is the teacher. So anything from the 8 standards depends on the teacher, even the actual curriculum is the teacher. The total presence of the teacher, whether in terms of physical appearance, gestures, speech, are all part of the curriculum. (Minister of Education and Culture, 2022)

The quality of education is largely determined by the quality of teachers. An indicator that is no less important than quality is discipline. According to Sedarmayanti (in GACRompas, et al) Discipline is one of the important functions of human resource management and is the key to realizing goals, because without discipline it is difficult to achieve maximum goals..(GACRompas, et al., 2018)

Discipline is a person's willingness to fulfill and obey applicable regulations, both written and unwritten. Keith Davis (in Ratna Dewi) stated that Discipline is the teacher's attitude and behavior in complying with all existing guidelines and regulations that are stipulated for achieving the goals of an organization. A teacher's work discipline can be seen from the teacher's compliance with the regulations in force at school. Good work discipline reflects the extent of a person's responsibility for the tasks assigned to him. This encourages enthusiasm for work, enthusiasm for work, and the realization of school, teacher, parent and community goals. (Ratna Dewi, 2020)

The reality is that teacher work discipline is still said to be low. 21st century education observer, Indra Charismiadji, explained that the World Bank reports that 23.5% of Indonesian teachers are always absent from their teaching schedule. Teacher absence rates are in line with data from other studies: about one in five teachers on average (18.7 percent) is absent from school during unannounced visits for reasons unrelated to their schedule or non-teaching days. About a third of schools in Indonesia have absenteeism rates above 20 percent, and private and rural schools have the highest teacher absenteeism rates. (The Word Bank, 2022).

Based on the information described above, it can be seen that low teacher discipline is indicated by the fact that there are still teachers who arrive late to school and even skip teaching. Therefore, it is necessary to improve teacher work discipline. Teacher work discipline can be influenced by several factors, one of which is the leadership of the school principal. The school principal plays a major role in determining the direction in achieving educational goals, one of which is through enforcing teacher work discipline. Teacher work discipline certainly needs to be supported by all parties involved schools, especially the principal as a leader. The principal needs to monitor the performance and attendance of teachers in carrying out their duties. (Lucky Nadeak, 2022)

In order to achieve the desired work discipline, this cannot be separated from the role of the principal as a leader, the role of a central leader as stated by Siagian (in Amir Muhammad) "That the success or failure of a person in carrying out his leadership duties is not only determined by the technical skills he has, but it is also determined by skill in mobilizing subordinates to work." (Amir Muhammad, 2019). Principal leadership is the ability to mobilize human resources to be confident and motivated in carrying out their duties optimally and happily without coercion. For this reason, the success of the school principal can be seen from the work of its members. One thing that shows the results of a member's work is work discipline.

Based on pre-research conducted by interviewing principals and teachers at Tanjung Priok District Public High School, it turns out that there are still obstacles faced regarding teacher work discipline, namely that there are still teachers who do not come to school on time, teachers arrive late for teaching, this causes ineffective learning time received by students in class. Apart from that, it is lacking punishment nrewards what the principal gives to teachers who are not punctual and to teachers who are always present on time, is one of the reasons why

there are still teachers who are not disciplined. Lack of principals In providing teaching motivation to teachers, this can be seen from teachers who are late in carrying out their duties.

Based on the description above, the researcher is very interested in conducting research on "The Influence of Principal Leadership on Teacher Work Discipline in Public High Schools in Tanjung Priok District, North Jakarta"

2. METHOD

The research was conducted at public high schools in Tanjung Priok District, North Jakarta. This research uses quantitative research with survey methods. The data collection technique used in this research was by using a questionnaire. The total population in this research was 143 people. In this study, samples were taken using proportional random sampling techniques using the Slovin formula with a significance level of 0.05 and resulted in 105 teachers who could be used as samples.

3. RESULTS AND DISCUSSION

Based on the research and calculations that have been carried out, several results were obtained, namely as follows:

1. Normality test

The normality test is a test carried out to determine whether the data obtained from the two variables is normally distributed or not. In this research, the author used the Kolmogrov-Smirnov formula to test data normality with the following conditions:

- a) If the significance value (Sig.) > 0.05 then the data is normally distributed.
- b) If the significance value (Sig.) < 0.05 then the data is not normally distributed.

Figure 1 Normality Test Results with SPSS Ver.25

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		105
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	8.14691280
Most Extreme Differences	Absolute	.068
	Positive	.054
	Negative	-.068
Test Statistic		.068
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Based on the normality test results obtained through the SPSS version of the program 25 according to the image above, it is known that the Asymp.Sig (2-tailed) significance value is 0.200, which shows that the significance value is $0.200 > 0.05$. So it can be concluded that the research data is normally distributed.

2. Linearity Test

After carrying out a normality test with the results of the research data being normally distributed, a linearity test was then carried out to determine whether there was a linear relationship or not between the independent variable, namely the leadership of the school principal, and the dependent variable, namely teacher work discipline. The linearity test in this research was carried out with the following criteria:

- If the significance value (deviation from linearity) is > 0.05 then there is a linear relationship between the variables.
- If the significance value (deviation from linearity) is < 0.05 then there is no linear relationship between variables.

Figure 2 Linearity Test Results with SPSS Ver.25

			Sum of Squares	df	Mean Square	F	Sig.
Disiplin Kerja Guru * Kepemimpinan Kepala Sekolah	Between Groups	(Combined)	11411.417	41	278.327	4.561	.000
		Linearity	8352.854	1	8352.854	136.891	.000
		Deviation from Linearity	3058.562	40	76.464	1.253	.208
	Within Groups		3844.145	63	61.018		
	Total		15255.562	104			

Based on the results of the linearity test obtained through the SPSS version 25 program in accordance with the image above, it is known that the significance value for deviation from linearity is 0.208, which shows a significance value of $0.208 > 0.05$. So it can be concluded that there is a linear relationship between the independent variable, namely the principal's leadership, and the dependent variable, namely the teacher's work discipline.

3. Hypothesis test

a. Simple Linear Regression Analysis

Regression analysis is used to predict how far the value of the dependent variable, namely teacher work discipline, will change if the value of the independent variable is changed, namely the principal's leadership variable.

Figure 3 Results of Simple Linear Regression Analysis with SPSS Ver.25

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	38.565	8.608		4.480	.000
	Kepemimpinan Kepala Sekolah	.638	.057	.740	11.164	.000

a. Dependent Variable: Disiplin Kerja Guru

Based on the results obtained from the simple linear regression test above, the regression equation is known as follows:

$$\hat{Y} = 38.565 + 0.638X$$

From the values of the regression equation several conclusions are obtained. The constant value of 38.565 shows that the consistent value of the teacher work discipline variable is 38.565. The regression coefficient The regression coefficient is positive so it can be said that the direction of influence of variable X on Y is positive. This means that if the principal's leadership increases, teacher work discipline will increase.

b. Coefficient of Determination Test

The coefficient of determination test is used to determine how much influence variable

Figure 4 Determination Coefficient Test Results with SPSS Ver.25

Model Summary					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.740 ^a	.548	.543	8.186	

a. Predictors: (Constant), Kepemimpinan Kepala Sekolah

Based on the calculation results obtained in table *Model Summary* Therefore, it can be seen that the coefficient of determination (R Square) is 0.548. This means that the principal leadership variable has an influence on the teacher work discipline variable of 54.8%, while the remaining 45.2% is influenced by other factors not examined in this research.

c. T Test (Partial)

The level of significance used is 5% (0.05) so that the basis for decision making in hypothesis testing is as follows:

- a) If $t_{count} < t_{table}$ or significance value

> 0.05, then H_0 is accepted and H_a is rejected, so there is no significant influence of the principal's leadership on teacher work discipline.

b) If $t_{count} > t_{table}$ or significance value

< 0.05, then H_0 is rejected and H_a is accepted, so there is a significant influence of the principal's leadership on teacher work discipline.

Figure 5 T Test Results with SPSS Ver.25

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	38.565	8.608		4.480	.000
	Kepemimpinan Kepala Sekolah	.638	.057	.740	11.164	.000

a. Dependent Variable: Disiplin Kerja Guru

Based on the results of these calculations, so it is known that the t_{count} value is 11.164. From the list of distribution tables of t values, t_{table} is obtained, namely 1.98326, so $t_{count} > t_{table}$, namely $11.164 > 1.98326$. It is also known that the significance value is 0.000, which shows that the significance value is < 0.05, namely $0.0000 < 0.05$. So it can be concluded that H_0 is rejected and H_a is accepted, which means that there is a significant influence of the principal's leadership on teacher work discipline.

4. DISCUSSION

This research was conducted to find out whether there is an influence of the principal's leadership (X) on teacher work discipline

(Y) at State High Schools in Tanjung Priok District, North Jakarta. Before testing the hypothesis, a test of the analysis requirements has been carried out consisting of a normality test and a linearity test. Next, hypothesis testing was carried out using simple linear regression analysis, coefficient of determination, and t test (partial).

Based on the results of hypothesis testing carried out through simple linear regression analysis, it is known that there is a significant positive influence between the principal leadership variable (X) on teacher work discipline

which is proven by the regression equation $\hat{Y} = 38.565 + 0.638X$.

The form of this equation shows that for every 1% increase in the principal's leadership value, the teacher's work discipline value increases by 0.638 with a constant value of 38.565. The regression coefficient is positive so it can be said that the direction of influence of variable X on Y is positive. This means that if the principal's leadership increases, teacher work discipline will increase. The amount of influence that the principal leadership variable has on the teacher work discipline variable is 54.8%, while the remaining 45.2% is influenced by other factors not examined in this research. This result is proven by the coefficient of determination test, namely the coefficient of determination (R Square) value of 0.548. Then a t test was carried out which produced a calculated t value of 11.164. From the list of distribution tables of t values, t_{table} is obtained, namely 1.98326, so $t_{count} > t_{table}$, namely $11.164 > 1.98326$. It is also known that the significance value is 0.000, which shows that the significance value is < 0.05, namely $0.0000 < 0.05$. So it can be concluded that H_0 is rejected and H_a is accepted, which means that there is a significant

influence of the principal's leadership on teacher work discipline in public high schools in Tanjung Priok District, North Jakarta..

Based on research results, this is similar to the opinion expressed by Martoyo, quoted in Ketut Hendra, et al., who said that one of the factors that influences work discipline is leadership.

The presence of a leader greatly influences teachers' work discipline because a good leader is able to be a role model and can direct them to a disciplined attitude, especially for teachers. If the principal's leadership is carried out well, teacher work discipline will increase because teachers have the encouragement to be responsible in carrying out their duties and responsibilities.

5. CONCLUSION

Based on the results of the research and discussion, conclusions can be drawn:

1. The level of leadership of school principals is in the medium category, as many as 65 or 62% of teachers have total answers in the range 136 – 164. This range is in the medium category.
2. The level of teacher work discipline is also in the medium category. This is seen from Of the 105 samples of high school teachers in Tanjung Priok District, the majority received scores between 122 – 146, namely 63 teachers or 60% of the total sample.
3. Regarding the influence of the principal's leadership on teacher work discipline in public high schools in Tanjung Priok sub-district, based on the results of these calculations, it is known that the t-count value is 11.164. From the list of distribution tables of t values, ttable is obtained, namely 1.98326, so $t_{count} > t_{table}$, namely $11.164 > 1.98326$. It is also known that the significance value is 0.000, which shows that the significance value is < 0.05 , namely $0.0000 < 0.05$, so H_0 is rejected and H_a is accepted. From this statement it can be stated that the principal leadership variable (X) has a significant influence on the teacher work discipline variable (Y) in Tanjung Priok sub-district.

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