

CHAPTER I

INTRODUCTION

A. Background

The success of organization to overcome various challenges is based on many factors. For example, managing the human resource owned. Managing the human resource is one of responsibilities and functions of organization. Whether it is good or not, the organization management performance depends on the success of management in managing its human resource. Therefore, the challenge faced by the management is how to build a strategy to manage the human resource well.

To improve the quality, the Law no. 22 of 1999 on the Regional Government then followed by the guideline of its implementation in the form of Government Regulation and the Provincial Authority as the autonomous Region, then there was a change in many areas of life, including education. When the previous educational management is a central authority (centralization), with the enactment of the legislation, the authority is transferred to the municipal and provincial government then to the school (decentralization), such as it has known that the center-based management has hampered the creativity of school and eliminated the sense of ownership of community toward the school.

Gorton in Sagala (2006: 53), school is an organizational system in which there are a number of people who work together to achieve the school's

goals known as the instructional purposes. To realize the vision and mission of education in improving the quality of education needs to be supported by the ability of the principal that is reliable in carrying out the functions and roles.

The ability of the principal leadership is a major determining factor of teachers' empowerment and improving the quality of learning process and product. The principal is the person who has a responsibility of teachers and school staff can work optimally. The school and learning culture are also built by the principal's leadership style in interacting with the community (Principal, teacher, staff)

The principal has a key role in the school's success (Danim, 2005: 211). The ability, expertise, and skill become a necessity for the principal to operate the institution. Therefore, it needs to improve the ability and skill of the educational implementers. The good leadership is an expectation for each organization because it is able to make the implementation of the organization programs and realization of the organization goals run effectively and efficiently.

As a formal leader, the principal is responsible to the achievement of the educational goal through the improvement of the professionalism of teachers towards the improvement of the students' learning outcome (Mulyasa, 2007: 84). Therefore, the principal has a role to carry out the leadership functions, either related to the achievement of the educational goal or creating a conducive school condition to the implementation of the educational process effectively and efficiently.

Leadership is not located on the person but rather on how the process of the person to influence another person either individually or in group in a certain situation, so the person who is influenced can do anything desired by the person who influence (Permadi and Arifin, 2007: 43)

The principal is one of the education components that have the most important role in improving the education quality. Supardi (as cited by Mulyasa, 2004: 24) described that it is a close relationship between the quality of the principal with various aspects of the school's life such as school discipline, school climate culture, and the decrease of the bad behavior of students.

In the meantime, the principal has responsibility on the micro education management, which is directly related to the learning process in school. As stated in Government Regulation number 28 of 1990, Article 12, paragraph 1, that the principal is responsible for organizing the education activity, school administration, supervision of other educational personnel, utilization and maintenance of infrastructure.

The principal needs to have vision and mission, and the whole educational management strategy and oriented on the quality. This strategy is known as the Integrated Quality Management, which is more popular in the world of business and industry as the Total Quality Management (TQM).

The principal of Public Elementary School of Petompon 2, Semarang is a principal who has achievement in managing and leading the school. This is seen from his success in motivating and supporting the school's community

in improving the performance, developing potential and sincerity in carrying out their duties being oriented to the progress together. With dedication, experience, competence, loyalty and hard work, the principal get support from teachers, students, and community.

Based on the above description, the writer is interested in observing the principal's leadership entitled principal's leadership Based Quality (A Site Study at *SDN Petompon 2 Semarang*), Educational Official, Technical Implementation Unit Gajah Mungkur, Semarang.

B. Research Focus

Based on the above description, the focus of this research is “What are characteristic of Principal's Leadership based Quality at *SDN Petompon 2 Semarang*”. The focus is elaborated into three sub focus.

1. What are characteristics of the quality-based Principal leadership at *SDN Petompon 2 Semarang*?
2. What are characteristics of the implementation of the quality-based Principal leadership at *SDN Petompon 2 Semarang*?
3. What are characteristics of the quality-based principal leadership result in *SDN Petompon 2 Semarang*?

C. Research Objective

Objectives to be achieved in this study are to describe:

1. To describe the characteristic of the quality-based Principal leadership at *SDN Petompon 2 Semarang*.
2. To describe the characteristic of the implementation of the quality-based Principal leadership at *SDN Petompon 2 Semarang*.
3. To describe the characteristic of the quality-based principal leadership result in *SDN Petompon 2 Semarang*.

D. Research Benefit

1. Theoretical Benefit

The result of this study is expected to be able to be useful to the science development especially in education, which refers to the leadership of principal in learning.

2. Practical Benefit

- a. For the principal, the result of this study is expected to improve his ability in leading the school and can be a role model for the school's members.
- b. For the school, with the existence of the principal who has an ability to manage the school, it is expected to improve the quality of school.
- c. For the further researchers, it can be a reference in developing the knowledge, especially related to the principal leadership in learning.

E. Glossary

1. Leadership is the ability owned by a person to be able to attract another person to do something that can help to achieve the expected goal
2. The principal's leadership is the ability owned by the principal in influencing, persuading or guiding the other school members to follow the principal's order in using all resources owned by the school.