

BEHAVIOR DISCIPLINE IN IMPROVING THE PRINCIPAL SMART KIDS SCHOOL TEACHERS ECD BANDA ACEH

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A B S T R A C T

The behavior of a principal is a manifestation of action of a school leader regarding his/ her leadership skill. A school principal coordinates series of task given to teachers. A positive behavior from a principal will encourage, direct, and motivate all of the school members to build a collaborative work in order to fulfill the vision, missions, and objectives of the school. It is expected that a principal good behavior can develop teachers' discipline. This study employed descriptive method with a qualitative approach. The instruments used to collect the data were observation, interview, and documentation study. The subjects of the research were the principals, staffs, and teachers of PAUD (Early Childhood Education) Smart Kids School Banda Aceh. This study was carried out in order to fulfill several objectives, i.e. (1) to know the behavior of PAUD Smart Kids School's principal; (2) to know the behavior form of PAUD Smart Kids School's principal; (3) to know the behavior of PAUD Smart Kids School's principal in developing his/her teachers' discipline. The research findings indicated that: (1) the behavior of PAUD Smart Kids' principal has met standardized criteria as a principal as proposed in a theory concerning effective behavior of a leader; (2) the behavior form of the PAUD Smart Kids School's principal was in consultative with democratic style; (3) The behavior of the principal in promoting discipline to his/ her teachers is done by making several policies on teachers by upholding discipline, providing guidance, giving warning, and doing class observation as well as motivating teachers to perform their job in a principled manner.

KEYWORDS : Behavior, Principal, and Discipline.

Background

Development of education is an event that will never be completed as long as the human civilization. This can be seen with various initiatives sought, both by government and society to improve the quality of education, because education is an important issue that should get the attention of all parties. Given the importance of education in improving the standard of living and the intelligence of the nation's life, then it should direct the government's special attention to the quality of education, better quality of principals, teachers and students. Rosdiana (2014) argues that: "from the micro perspective, improving the quality of education is basically very influenced by operational management at the school level". The results also proved that the role of the principal in general show that one of the supporting factors and the key to success for school achievement or success of the school is the factor of leadership or management of the principal.

Each school principal must understand the key to successful leadership, which include: the importance of school leadership, indicators of school leadership, school leadership model of the ideal, the future leadership of the principal, the teachers hope to principals and school leadership ethics. These dimensions must be owned, and converges on each individual principals, to be able to implement effective management and leadership, efficient, independent, productive and accountable.

The main role in running a school management lies in the principal and the school community, either jointly or individually. The school principal is the person responsible for running the school organization. Leadership in schools run by the principal. Mulyasa (2013) revealed that: "The principal is the educational leader level educational units should have a solid foundation of leadership".

Leadership in schools typically have an emphasis on the importance of leadership positions to improve the quality and effectiveness of school. Indirectly leadership is the art of influencing the activity of individuals or groups deliberately to achieve organizational goals. Badeni (2013) states that:

Someone has power because it (a) has a position in an organization (position of power) (b) of one's personality (personality power) (c) membership of a person (expert power) (d) have a chance on something important (opportunity power) (e) have the physical ability were strong (physical power) (f) the ability of economic (economic power) (g) has the ability knowledge than others (knowledge power), has the ideology that admired person and (h) the display of good work (performance power).

The school principal is one of the most educational component plays a role in improving the quality of education, and a very close relationship between

the quality of principals with various aspects of school life such as school discipline, the cultural climate of the school, and a decline in unruly behavior of learners. Robins (Wahyudi, 2012), defines that: “visionary leadership is the leader’s ability to create and articulate a vision that is realistic, credible, attractive future for an organization, or organizational unit that continues to grow and rise to this moment”.

Methodology

This research uses descriptive method with qualitative approach. The technique of collecting data through observation, interviews, and documentation. Riduwan (2010), “explains research instruments all data retrieval tool is used, the data collection process and a technique of determining the quality of the instruments (validity and reliability). The subjects are: principals, school committees and teachers of early childhood Smart Kids School Banda Aceh. Data processing techniques performed by qualitative analysis. When the study for approximately three (3) months. In accordance with a form of qualitative research approaches and data sources used, the data collection techniques used is to document, observation and interviews. Sudjiana (Patilima Hamid, 2013) states that: the interview is “The process of collecting data or information through more intensive approach with informants or face to face between the requester (the interviewer) with those who were asked or answering (interviewee)”. Observation is as presented by Alwashilah (Satori and Komariah, 2014): “Research or planned and systematic observation of intentional for data acquisition and realibilitasnya dicontrol validity”. Meanwhile, according to the documentation Sugiyono (2014): “Documentation is a record of events that have already passed. Document biased form of writing, drawing, or -karya monumental work of someone “.

RESULT AND DISCUSSION

Behavior Principal ECD Smart Kids School Banda Aceh

Based on the research results have shown that the principal behaviors intimately integration that maintains the organization’s network and resolve conflicts among members. The behavior of headmasters by the friendly nature of the teachers at the school is to create a harmonious atmosphere, in order to maintain the fabric of good communication among staff and teachers at the school, since the creation of the fabric of good communication among fellow teachers will foster work motivation in teaching , A form of motivation is also included in the school rules about the duties and responsibilities of teachers, create harmonious working atmosphere among the teachers, and the

school environment. Indirectly, the school head teacher demanded to create a harmonious working atmosphere, so that the learning activities conducted properly. Ordweay Tead (Karwati and Priansa, 2013) revealed that:

To become a school leadership that success should have are: giving orders, criticism and praise, foster personal conduct is correct, sensitive to suggestions and advice, strengthen the sense of unity of the group, to develop a sense of responsibility and make decisions that are worth just in time

ECD forms of Conduct Principal Smart Kids School Banda Aceh

Activities that occur in early childhood Smart Kids School Banda Aceh, namely:

- a. The school principal always being friendly by applying the rule to always greet and salute when meeting with fellow teachers, and this is always done by principals as role models for other teachers. This attitude is applied to foster a harmonious atmosphere within the school environment, so as to increase the motivation of teachers in teaching.
- b. Give great confidence to the teachers' duties and responsibilities in organizing learning activities, so here teachers are required to think creatively, to be able to generate new ideas in the implementation of the learning system.
- c. Improving relations of friendship by making visits, if no one on staff or relatives who are sick, dying, or getting married. Creating a social gathering program on a monthly basis, and the activities of religious gatherings. The headmaster never invites teachers to gather at a specific place or join somewhere while talking about things that are personal or school need to strengthen the emotional connection between fellow teachers.
- d. School principals provide referrals that are guiding.
- e. Principals can position themselves in communicating with the teacher's age, older or younger than the principal. When to principals became a headmaster and when to be a friend.
- f. In any problems that occur on school teachers early childhood Smart Kids School Banda Aceh principals make decisions by increments, for example, when there are teachers who do not enter without explanation, then the principal will contact the teacher to ask why do not the entry, when repeated again it will be sanctioned.
- g. As for teachers who violate labor contracts, how principals make decisions is by providing the opportunity, if they can be evaluated, but if fatal once and can not be given dispensation again then given a letter by issuing a teacher from the school.
- h. Coordination of tasks such as Activity Plan Daily and Weekly Activity Plan, direct teachers to discuss and undertake discussions with the principals held every day when the briefing this morning.

Responsibility issues Headmaster of duty, based on the observation of the author, the principal of early childhood Smart Kids School Banda Aceh has been trying to implement Reviews their responsibilities well and properly, it's just too much responsibility to be borne by the principal, so it can not be implemented a all at good and right. Hadith, Abdul, and Nurhayati (2004) states that: "A manager is the first initiative in Determining the structure of the task should be Carried out of subordinates, the level of attention given to subordinates with different goals, expectations, goals, desires, interests and needs ", From the presentation, it can be concluded that a school principal should be Able to define the tasks to be Carried out by his subordinates in the various objectives to be Achieved.

Principal Role in Improving Discipline Teachers in early childhood Smart Kids School Banda Aceh

It is a leader's behavior affects the attitude of the people he leads, caused humans unconsciously tend to mimic other people who considered better than him. If the leader is responsible for the task, subordinates will emulate the leader, when the leader of discipline, then subordinates will also be involved discipline and if its leaders are friendly, then subordinates will also be friendly, as well as beyond.

The school principal early childhood Smart Kids School Banda Aceh has been to describe the disciplinary rules of the duties and responsibilities properly, so that all of the desired commands for the creation of an organized learning system running properly. Policies principals in improving discipline in early childhood School Banda Aceh Smart Kids new level of giving appeal, warning, and conduct classroom observations and motivate teachers, in order to carry out their duties properly. Principal in fostering discipline to the teachers through briefings, conduct surveillance through daily picket, and action for those who violate discipline. in any regulations concerning labor discipline will be always there are three components: the obligations that must be adhered to, adhered to, or executed, restrictions which should not be violated and the type of disciplinary action and disciplinary action. Discipline was quoted by Sutrisno (2015) says that:

Discipline denotes a condition or deference there is on the employee to the company rules and regulations. Thus when the rules or regulations that exist in the company are overlooked, or often violated, and the employees have a poor work discipline.

CONCLUSION

1. The behavior of the principal early childhood Smart Kids School Banda Aceh to achieve great results this regard, be seen from some of the criteria for an effective behavioral theories of leadership.
2. This form of behavior is the principal consultative behavior can be interpreted as giving good advice or recommendations in terms of: making decisions, two-way communication, giving a boost to the teacher, want to hear the complaints and feelings of teachers about the decision. Where the aid of the teachers improved, but implementation remains the principal's decision. This behavior, just as synonymous with the democratic style that is identified on the participation of teachers in decision-making, seeing and put the people he leads as a subject, members, and groups are given the opportunity to participate in any activities, delegation of authority and responsibility.
3. The behavior of principals in improving discipline is reflected in the forms of behavior that are applied, thus giving birth discipline policies at the level of giving appeal, warning, and conduct classroom observations and motivate teachers to perform their duties properly. Principal in fostering discipline to the teachers through briefings, conduct surveillance through daily pickets and action for those who violate discipline.

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