

TRANSFORMATIONAL LEADERSHIP OF SCHOOL PRINCIPALS AT MTS NEGERI TOJO UNA-UNA AND IMPACT ON IMPROVING THE QUALITY OF HUMAN RESOURCES

Suci Indasari

Department of Education Management, Gorontalo State University, Gorontalo,
Indonesia

Suciindasari58@guru.sd.belajar.id

Abstract

This research aims to analyze the transformational leadership style of school principals at MTs Negeri Tojo Una-Una and its impact on improving the quality of human resources. Using a qualitative approach, this research involved interviews, observation, and documentation as data collection methods. The research results show that school principals actively improve the quality of teachers and students through support for each school community, from an internal perspective (morale by providing various role models and advice), as well as externally (training, providing school facilities, collaboration between the community and government). Good leadership, exemplary behavior, and communication that creates a conducive school environment are some of the key factors in creating a comfortable and enjoyable school environment which is proven to increase motivation and involvement of all parties in the learning process, from cooperation and collaboration in every activity. These findings emphasize the importance of transformational leadership in achieving the vision and mission of better education with optimal-quality human resources.

Keywords: Transformational leadership, Human Resources

Introduction

The president ratified the latest national education system law in 2017 Number 20 of 2017. This law on the new national education system has quite basic demands because it must be able to guarantee equal distribution of educational opportunities, improve the quality relevance, and efficiency of education management to face challenges by the demands of changes in local, national and global life. One of the immediate efforts to fulfill these demands is educational reform in a planned, directed and sustainable manner.

In the current era of globalization, organizations are always required to pay attention to the organization's ability to adapt to changes that occur in their environment, both external and internal, in order to win the competition. These external and internal changes will have implications for the competitive advantage possessed by an organization, especially the potential of human resources, which now plays an increasingly important role in the success of an organization, so organizations need to review business strategies to improve their competitive performance. This was emphasized by Moeheriono (2014: 277) who said, that these external and internal changes have implications for organizations to see the competitive advantage they