

Transformative Leadership in Improving Human Resource (HR) Performance at SMK Muhammadiyah 1 Palu

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ABSTRACT

This article deals with the concepts and models of leadership, the implementation, and the efforts made by the Principal in improving HR performance through transformative leadership at SMK (Vocational School) Muhammadiyah 1 Palu, Central Sulawesi. The objectives are to describe and discover the concept of the school principal in implementing transformative leadership and the efforts made to achieve them. This research used qualitative methods by analyzing relevant documents, interview results, and articles/journals related to field observations. The data collected were then analyzed, classified, reduced, and interpreted, specifically looking for correlation, coherence, and relevance of the data according to the research objectives. The results of the study show that the concept and model of the Principal's transformative leadership can improve the performance of human resources at SMK Muhammadiyah 1 Palu, Central Sulawesi, which has been integrated and implied in the concept of collective-collegial leadership following the Decree of the Muhammadiyah Central Leadership Number 4/2019-2020 M/Dzulhijjah 1439 H/September 2018 M, BUMM Guidelines, LAZIZMU Guidelines, and Elementary Education Guidelines 2018. The Application of Principal Transformative leadership to improve HR performance at SMK Muhammadiyah 1 Palu, Central Sulawesi, is in various forms of activity; synergized leadership and management, openness, concern and performance commitment for HR professionalism; practicum/invention of new and practical technologies for students, collaboration with regional and national institutions, and maintaining accreditation as a demand for independence in global competition to achieve ISO for the future of the next generation who will lead the nation and the State.

1. Introduction

The emergence of the global era, free markets, and the 4.0 industrial revolution brought changes in all areas of life, including the field of Education. The development of science and technology, especially information technology, demands work efficiency and effectiveness to encourage high productivity. Confusing disruptions and uncertainties encourage post-modernism life, a further modern and globalized life. The occurrence of robotization that produces artificial intelligence

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products which are more productive and efficient has a significant impact on the non-mechanical employment gap. Human roles and functions are replaced or taken over by robots. The postmodern life described above is inseparable from the world of education, within its system, curriculum, as well as management of education and resources.

It is essential to change the mindset of educators, education staff, the community, and stakeholders from old to new (Modern) patterns. All educational institutions, especially Muhammadiyah educational institutions, must be able to produce graduates with high intelligence, skills, nobility of character, faith and piety, broad-minded, and ready to cooperate with all elements of the nation.

2. Literature Review

To obtain relevant literature sources, the authors collect scientific articles related to leadership patterns other than transformative leadership patterns as comparison material through printed books or previous research journals with descriptions, summaries, and critical evaluations. Ten data sources were collected from various regions and various types and objects of research.

3. Methodology

3.1 Research Approach

This research is field research with a qualitative approach with several methodological principles used in data collection and data analysis. The approach is needed because it is an assumption that underlies every analysis of the research object. The qualitative descriptive approach used in this research seeks to describe aspects that are the object of research with the intention of describing problems based on data so that researchers can find data accuracy to be described as valid research results.

3.2 Research Design

One of the most essential parts of research is the research design. Using descriptive research with a qualitative approach, the researcher seeks to reveal the actual situation as the findings in the field.

3.3 Data Sources

Data consist of 2 types, primary data and secondary data. Primary data is the form of data found at the research location. In contrast, secondary data is primary data that is further processed and presented either by the researchers or other parties, for example, in the form of tables or diagrams. Bibliographical data is data from books and references or other theoretical studies.

3.4 Technique of Data Analysis

In this research, the data analysis was conducted through data reduction, followed by data presentation, data verification, and data checking. Thus, the data obtained were expected to be valid, and the level of credibility can be accounted for. Reduction is the selection and processing of data.

4. Results and Discussion

Based on the results of previous studies, both through literature studies and direct observation in SMK Muhammadiyah 1 Palu, it can be stated as follows:

- Since its establishment in 1977, Muhammadiyah 1 Palu Vocational School was originally named STM Muhammadiyah Palu. The name was changed to Muhammadiyah 1 Palu Vocational School based on the circular letter from the Secretary-General of the Ministry of Education and Culture Number 035 and Number 036/01/1997 concerning the change in the nomenclature of SMEA/STM to SMK.

- The terms previously used in each field are called majors. Meanwhile, SMK uses the term study program or expertise program. In the initial period, STM Muhammadiyah Palu only had two majors, the building major and the electricity major. At this time, Muhammadiyah 1 Palu Vocational School has eight expertise programs, namely:

1. Light Vehicle Engineering Study Program (Automotive Mechanics)
2. Motorcycle Engineering Study Program
3. Computer and Network Engineering Study Program
4. Islamic Banking Study Program
5. Clinical and Community Pharmacy Study Program

6. Building Information Modeling Design Study Program
7. Multimedia Engineering Study Program (Broadcasting)
8. Software Engineering Study Program

Under the leadership of Jamaludin Arief from 2006-2019, SMK Muhammadiyah 1 Palu has experienced rapid development in terms of the number of students, the addition of expertise programs, facilities and infrastructure, as well as education management. Jamaludin Arief's leadership lasted three periods, replaced and continued by Siti Rahma. The pattern of leadership between the two principals is not much different because in Muhammadiyah there is already a standard pattern of leadership, namely collegial collective leadership. The pattern of collegial collective leadership from the beginning until now has been able to oversee the journey of the Muhammadiyah organization for more than a century. The application of the transformative leadership pattern at SMK Muhammadiyah 1 Palu, integrated with the collegial collective leadership pattern applied by the old and new Muhammadiyah Vocational School Principals, has brought significant progress to SMK Muhammadiyah 1 Palu. The principles of the collegial collective leadership pattern are as follows:

1. The principle of monotheism (tauhid). This principle is generally universal. However, in practice, differences occur because of differences in views and understanding.
2. The principle of Unity of Direction. This principle directs all potentials and resources, both HR and others, to be managed and directed to achieve the objectives of the Educational Institution and Muhammadiyah organization.
3. The principle of Unity of Command. This principle requires all elements and components in Muhammadiyah organization, both structurally and functionally, vertically and horizontally, to comply with the regulations that apply in Muhammadiyah organization. This is not intended to kill creativity and innovation or different perspectives as the implementation of democratic principles, but all elements and components must go through organizational mechanisms and ethics. Within Muhammadiyah, the Guidelines for Islamic Life for Muhammadiyah Members (PHIWM) exist. It contains Muhammadiyah ethics in various fields of life. The implementation of transformative leadership at SMK Muhammadiyah 1 Palu is regulated in a code of ethics determined by the Muhammadiyah central leadership regarding the duties and responsibilities of the school principal.

5. Conclusion

There are three conclusions that can be put forward in the application of transformative leadership as follows:

1. The concept of transformative leadership applied by the principal at SMK Muhammadiyah 1 Palu has been integrated with a collegial collective leadership pattern.
2. The application of transformative leadership by the principal of SMK Muhammadiyah 1 Palu has been proven to bring progress to the school both institutionally, structurally, and academically.
3. The application of transformative leadership by the principal of SMK Muhammadiyah 1 Palu can improve the performance of human resources(HR) at SMK Muhammadiyah 1 Palu in accordance with the principles stated.

The combination of transformative leadership and collegial collective leadership can guarantee the continuity of SMK Muhammadiyah 1 Palu to progress and development. It means that transformative leadership is relevant to collegial collective leadership, which gives significant results.

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