



The Role of the Principal in Improving Teacher Motivation at State Junior High School 19, Banda Aceh

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Abstract: This study aims to determine the work motivation of educators, the role of the Principal in improving the work motivation of educators and the obstacles faced in improving the work motivation of educators. In this study, the researcher used a descriptive Qualitative research type. This research was conducted at SMP Negeri 19 Percontohan Banda Aceh. The subjects in this study were the Principal, Deputy Head of Student Affairs, Deputy Head of Curriculum, Head of Teaching and Educators. Based on the results and discussion of the study, it can be concluded that: 1. The role of the Principal in improving the motivation of educators at SMP Negeri 19 Percontohan Banda Aceh is the role as an Educator, Manager, Administrator, Supervisor, Leader, Innovator and Motivator. In dividing and determining the tasks needed, it has been carried out by the Principal to improve Teacher competence. In determining the division and determining tasks, the Principal holds a Work Meeting before entering the new School Year involving the entire school community. That learning devices are very much needed, this is a reference for teachers in more focused PBM activities and ensuring the quality of education. Recruiting teachers is the role of the Principal. Recruiting teachers is a process of finding and finding the right people in the school environment. Thus, recruiting teachers is a very important thing to do based on the needs and requirements determined by the school. Educator motivation in motivating learning requires more complete facilities and infrastructure and in developing students, a learning model needs to be carried out which can be said to be a meaningful learning approach for students. In managing the learning that will be planned, it is necessary to support four variables that are managed optimally, namely student management, management of teaching staff, learning procedures and management of the classroom environment. Awards are very important to stimulate teachers to

teach more actively and enthusiastically. The principal gives awards to highly motivated and high-achieving teaching staff. 2. The principal's obstacles in increasing the motivation of educators at SMP Negeri 19 Percontohan Banda Aceh are the existence of educators who do not recognize their low quality, especially in mastering the class and facilities and infrastructure that are still incomplete.

Keywords: Role of Principal, Educator Work Motivation

INTRODUCTION

In organizing a school, the Principal plays a very important role. Given that the Principal as the highest leader in the school has important duties and roles in managing all matters relating to the institution he leads in terms of education. Therefore, the role of the Principal is very important for the progress of the institution/school he leads at that time. One of his roles is to divide and assign tasks to all stakeholders in the institution/school. So that each stakeholder knows their respective duties, roles and functions in the institution. And also feel ownership and know their responsibilities, in order to achieve the goals and ideals of the institution/school.

In addition, another task is to recruit educators. In terms of recruiting educators, the principal must be very selective. Because only professional and qualified educators will be able to support and advance the institution/school. In supervision, the Principal must be able to get involved directly and be firm in supervising the performance of the stageholders to be more responsible and professional in carrying out their duties. Because good work quality begins with good discipline and a high sense of responsibility for the work. After conducting supervision, the Principal can evaluate the performance of his subordinates. Choose and assess who works professionally and is fully responsible for their work.

After conducting supervision and evaluation of the performance of his subordinates, the Principal can then provide an assessment and also awards to his subordinates. Awards can be given first within the institution he leads at that time. Namely by giving appreciation in the form of prizes for working well. In addition, external awards are also given in the form of participating in competency training activities to add to the ability and quality of work. It can also be done by participating in competitions between work units so that his subordinates can find out how much ability they have the potential to be able to further improve their potential to be more professional and qualified in working.

In addition, the Principal must also be able to provide motivation for educators for educators in their work units. Because this is very important to improve the performance of educators in managing learning that will later be delivered daily in teaching. Because this plays a very important role in developing the potential of students to get superior and quality students.

In line with the challenges of global life, education is very important because education is one of the determinants of the quality of human resources. Where the superiority of a nation is no longer marked by the abundance of natural resources, but rather by the superiority of its human resources (HR). Where the quality of human resources is very positively related to the quality of education. The quality of education proves that a state with good conditions, meets the requirements and all components that must be present in education. These components are input, process, output, educational personnel, facilities and infrastructure and costs.

This is emphasized in article 1 of Law Number 14 of 2005 concerning teachers and lecturers article 10 paragraph 1, namely: 1) Pedagogical competence, 2) Personal competence, 3) Personal competence obtained through professional education and 4) Social competence. Guidance is part of a regular and systematic education process to help young people grow in their

strength to determine and direct their own lives, which in the end they can gain experiences that can make meaningful contributions to society (Lefever in Prayitno, 2017). So education is very important to develop human potential and with education will also make humans more qualified.

School is an organizational institution that regulates learning process activities and it is shown that the process of implementing education is a process of maturity that involves the principal. Therefore, the principal is required to have good performance (Mulyasa, 2013).

Based on Law Number 14 of 2005 concerning teachers and lecturers, it is stated that a set of knowledge, skills, and behaviors that must be possessed, internalized, and mastered by teachers or lecturers in carrying out professional and competency tasks based on Law Number 13 of 2003 concerning employment: article 1 paragraph 10, "Competence is the work ability of each individual which includes aspects of knowledge, skills and work attitudes that are in accordance with established standards". In the implementation of teaching and learning, the success or failure of achieving educational goals depends largely on the learning process experienced by students. Meanwhile, a principal has various tasks and functions that must be carried out and implemented in order to realize an effective, productive, independent and accountable school. There are at least ten keys to leadership, namely a complete vision, responsibility, exemplary behavior, empowering staff, listening to others, providing excellent service, developing people, empowering schools, focusing on students, and management that prioritizes practice. So, the implementation of the policy has not been running well because there are still many violations committed by students, educators and employees.

Related to the principal's leadership in improving the quality of education includes the process of moving, influencing, motivating and directing people in educational organizations/institutions, especially to achieve the goals that have been set. The achievement of educational goals is highly dependent on the skills and wisdom of the principal's leadership who is one of the educational leaders. Because the principal is a professional official in the school organization who is tasked with managing all organizational resources and working together with educators in educating students to achieve educational goals (Mulyasa, 2013). With the professionalism of the principal, the development of professionalism of educational staff is easy to do because it is in accordance with its function. Professional educators not only master the field of science, teaching materials and appropriate methods, but are able to motivate students, have high skills and broad insight into the world of education.

Improving the quality of student learning at State Junior High School 19 Percontohan (SMPN 19 Percontohan) Banda Aceh, the principal plays a very important role considering that the principal is the policy maker and the regulations that will be applied later in the implementation of activities and is fully responsible for all policies that will be implemented later, therefore the Principal must be careful in determining and taking policies for every decision that will be implemented.

One of the Principal's policies is related to the quality of learning. Other policies include time discipline for educators to arrive on time before the teaching and learning process begins, attendance at morning assembly before teaching, uniformity of clothes worn daily for teaching, attendance at duty time for educators who are on duty every day during the teaching and learning process, students are not allowed to bring mobile phones to school, students are not allowed to have long hair for boys, students are required to wear the school uniform that has been determined every day during teaching and learning activities, students are not allowed to bring vehicles to school.

The Principal is one of the school inputs that has duties and functions that greatly influence the ongoing school process. Therefore, a strong Principal is needed, namely a principal who has

values/competencies that support his duties and functions in carrying out the school process. An important factor that greatly influences the quality of education is the Principal as an educational leader. The Principal is the sole leader in the school who has the responsibility to manage and influence all parties involved in educational activities at the school to work together in achieving the school's predetermined goals.

The Principal must be able to be a supervisor (who supervises or directs) a team consisting of educators, staff and students in realizing an effective and efficient teaching and learning process so that learning productivity is achieved which can ultimately improve the quality of education. However, the implementation of the policy has not been fully supported by the school as a whole. Improving the quality of learning at the 19th Model State Junior High School (SMPN19 Percontohan) Banda Aceh is managed and regulated in such a way in the curriculum section, where after the Principal establishes a policy on quality, the policy or program is implemented and managed by the curriculum section which will later be continued by the teaching staff teaching subjects. In order to support the quality of student learning, teaching staff are also required to improve their abilities by being required to take training, so that they can become reliable, professional and qualified teaching staff.

Learning activities at State Junior High School 19 Percontohan (SMPN 19 Percontohan) Banda Aceh start at 07:30 WIB. Students are required to recite Yasin first before the teaching and learning activities begin. After that, they can start teaching and learning activities. During the learning process, if there are educators who cannot attend or are prevented from attending due to other reasons, the Principal will instruct the educators on duty to take over the class whose educators are absent by giving assignments and also supervising the learning process so that students do not wander around and remain orderly in following the learning process.

Many things are made related to methods for the quality of student learning by the principal, so that students can achieve more, both in curricular and extracurricular subjects. Among them are frequent Q&A between educators and students, discussions between students, learning outside the school literacy room, more frequent assignments so that students are more active and their interest in learning to read becomes more active. In reality, there is still a lack of awareness and responsibility from all related parties.

Teaching and learning activities end at 15.00 WIB from Monday to Thursday, on Friday teaching and learning activities end at 11.50 WIB. After Friday prayers, the school holds an extracurricular activity called "Self-Development". In this activity, students are free to determine their choices to develop their talents and interests in the fields offered by the school, including: 1) Karate; 2) Martial arts; 3) Mathematics; 4) Ball; 5) Guitar; and 6) Drum band.

For this activity, the school brings in mentors and trainers who already have good competence and quality from outside the school, in order to produce students who excel and have quality qualities that can bring a good name and make the school proud. This is a social phenomenon why trainers must be brought in from outside. Therefore, the role of the Principal is very important, because the Principal must be able and work hard with all stakeholders in the school, to always be able to find a way out of all the problems faced every day. Given that it is not easy for a very difficult job to be able to produce and produce students who excel who have good competence and quality. So that students become students who are different from other schools.

But in reality, there are still students who are lazy, and have little interest in learning, even worse, they violate the rules and regulations that have been made and implemented by the school. So that it will easily open a gap for other students to be influenced to follow students who have less serious and high interest in learning. Which in the end will interfere with the teaching and

learning process and bring down the image and good name of the school in the world of education.

The role of the Principal in improving the quality of educators and students at SMP Negeri 19 Percontohan Banda Aceh in improving educator motivation, among others, by organizing, supervising, rewarding and providing educator motivation in managing learning and developing student potential. Therefore, the Principal and all stakeholders in the school are required to work harder to create persuasive strategies for students to stimulate students' interest in learning so that they are more active in improving the quality of their learning.

Based on the above events, the researcher is interested in conducting research on the role of the principal in improving the quality of educators and student learning at State Junior High School 19 Percontohan Banda Aceh. The objectives to be achieved in this study are: To determine the role of the Principal in organizing to divide, determine and recruit educators. And to determine the role of the Principal in supervision related to discipline and evaluation of educators.

LITERATURE REVIEW

Role Theory

Role theory is a theory that is a combination of various theories, orientations, and disciplines. Apart from psychology, role theory originated from and is still used in sociology and anthropology. In these three fields of science, the term "role" is taken from the world of theater. In theater, an actor must reflect as a certain character and in his position as that character he is expected to behave in a certain way (Sarwono, 2013). In sociology, two terms are found that will always be related, namely status (position) and social role in society. Status is usually defined as a group ranking in relation to other groups. The role is a behavior expected from someone who has a certain status (Mahmud, 2012).

Learning Theory

Learning Theory "Theory is a set of interrelated concepts and definitions that reflect a systematic view of phenomena by explaining the relationships between variables, with the aim of explaining and predicting phenomena" (Siswoyo, in Mardalis, 2014). Theory is a set of concepts, assumptions, and generalizations that can be used to express and explain behavior in various organizations" (According to Hoy and Miskel, in Sugiyono, 2010). Based on the expert opinions above, the author concludes that theory is a set of principles about events that contain ideas, concepts, procedures and principles that can be studied, analyzed and tested for truth.

MAccording to extensive research, especially in the United States, conducted by Prof. Ken and Rita Dunn from St. John's University in Jamaica in Sagitasari (2010), three different learning and communication styles have been identified:

- a. Visual Learning Style. Learn through seeing things. Someone likes to look at pictures or diagrams. Someone likes performances, demonstrations or watching Videos.
- b. Auditory Learning Style. Learning by hearing something. A person likes to listen to audio tapes, lectures, discussions, debates and verbal instructions (commands).
- c. Kinesthetic Learning Style. Learning through physical activity and direct involvement. A person likes to handle, move, touch and feel/experience themselves.

There are four main categories or philosophical frameworks regarding learning theories, namely: behaviorism learning theory, cognitive learning theory, constructivism learning theory and humanistic learning theory. Behaviorism learning theory focuses only on the objective

aspects of learning. Cognitive theory looks beyond behavior to explain brain-based learning. Constructivism theory argues that learning is a process in which learners actively construct new ideas or concepts. And this humanistic theory seeks to understand learning behavior from the perspective of the doer, not from the perspective of the observer.

Motivation Theory

Motivation comes from the Latin word, namely "movere" which means encouragement or driving force. According to Fillmore in Mangkunegara (2017) said that "motivation as an energizing condition of the organism that services to direct that organism toward the goal of a certain class" (motivation as a condition that moves humans towards a certain goal).

In learning activities, motivation is very necessary to arouse students' enthusiasm for learning so that learning activities can run well. The definition of learning motivation according to Sardiman (2018) is "The entire driving force within students that gives rise to learning activities, which guarantees the continuity of learning activities and provides direction to learning activities, so that the goals desired by the learning subject can be achieved".

Human Resources (HR) Theory

Understanding Human Resources Every organization or company requires resources to achieve its goals. Resources are sources of energy, energy, power needed to create power, movement, activity, actions, and actions. These resources include natural resources, financial resources, human resources, scientific resources, and technological resources. Among these resources, the most important resource is human resources. Human resources are resources used to mobilize and synergize other resources to achieve organizational goals. Without human resources, other resources are idle and less useful in achieving organizational goals.

Resources are a potential value owned by a certain material or element in life. Resources are not always physical, but also non-physical. Every implementation of activities requires resources in the form of costs, manpower, equipment and or materials.

MAccording to Hasibuan (2013) "HR is the science and art of managing relationships and roles of workers to effectively and efficiently help realize the goals of the company, employees, and society". According to Mangkunegara (2013) "HR is a management and utilization of resources available to individuals. This management and utilization are developed optimally in the world of work to achieve organizational goals and individual employee development".

RESEARCH METHODS

This study uses a qualitative approach, because the researcher intends to obtain an in-depth picture of a particular social phenomenon in the sense of describing the leadership style towards the performance of educators. Theoretically, qualitative research is research that uses oneself (the researcher) as a research instrument. In carrying out the research, the researcher will follow cultural assumptions as well as follow the data, in an effort to achieve imaginative insights into social information, where the researcher is expected to be flexible and reflective but still able to manage the distance.

RESULT AND DISCUSSION

Result

The Role of the Principal in Improving Teacher Motivation at SMP Negeri 19 Percontohan Banda Aceh

a. Organizing

Dividing and determining the tasks/procedures needed. Organizing is an activity where the activity contains arranging and forming working relationships between individuals or groups, so that a unified effort is realized in achieving the goals that have been set. There are basic steps in organizing a school program; the first is to determine the task, then determine the parameters of time and needs, after that determine the position and responsibility, detail the authority relationship, detail the communication relationship, identify the need for coordination and prepare the determination of work assessment criteria.

According to the results of the researcher's observations with the Deputy Principal for Curriculum, on Thursday, July 20, 2023, as follows:

The school principal acts as a figure and mediator, for the development of society and the environment. Thus the work of the principal is increasing day by day in accordance with the expected development of education. So that schools are more efficient and systematic in facing challenges of problems and work. The principal has the ability to carry out his leadership duties well, which is manifested in compiling school programs, personnel organizations, empowering education personnel and utilizing school resources optimally.

The planning program is a series of first activities in the management process, including in improving the performance of educators. Planning the performance of educators is an action for the future in order to achieve the vision and mission of a school. Planning the performance of educators is part of the management process flow in determining the movement of human resources (educators), from the current position to the desired position in the future.

According to the results of the researcher's observations with the Principal, on Thursday, July 20 2023, as follows: The functions of the principal are 1) to formulate work objectives and make school policies, known as educational leaders or managers; 2) to regulate school work procedures, which include regulating the division of tasks and authority as well as regulating implementing officers and organizing activities; and 3) to supervise school activities, including: organizing activities, directing the implementation of activities, evaluating the implementation of activities and guiding and improving the abilities of implementers.

Based on the results of the interviews and observations, the researcher can conclude that the indicators in dividing and determining the tasks needed have been implemented by the Principal to improve the competence of educators. In determining the division and determining tasks, the Principal holds a Work Meeting before entering the new School Year involving the entire school community. The Principal coordinates the meeting and is directly responsible for the process of compiling to implementing existing programs at the school.

b. Recruiting, selecting educators.

Management of educator or teacher recruitment is an effort and effort made by the principal in organizing the implementation of the acceptance of new educators with the aim of obtaining qualified and competent educators in their fields. With qualified educators, it will have an impact on the quality and standard of school education.

Based on the results of the interviews and observations, the researcher can conclude that the indicator in recruiting educators is the role of the Principal. Recruiting educators is a process of finding and finding the right people in the school environment. Thus, recruiting educators is a very important thing to do based on the needs and requirements determined by the school.

Based on the kesimThe indicators above from the organizational dimension are that the Principal plays a role in improving the competence of educators. In determining the division and assigning tasks, the Principal holds a Work Meeting before entering the new School Year involving the entire school community. The Principal coordinates the meeting and is directly responsible for the process of compiling to implementing existing programs in the school. The role of the principal in recruiting educators is a process of finding the right people in the school.

c. Supervision

Educational supervision is a process of providing professional educational services through continuous coaching to educators and other school personnel to improve and enhance the effectiveness of personnel performance so that it can achieve student growth. If the functions and steps of education are carried out properly, the objectives of supervision will be achieved and obtain maximum educational results. One of the important changes in the field of education lies in the learning process. The learning process is closely related to many factors, one of which is learning tools. Learning tools can be used to improve learning achievement. Based on the results of the interviews and observations, the researcher can conclude that learning tools are very much needed, this is a reference for educators in more focused PBM activities and guaranteed quality of education.

d. Evaluation.

In this case, the evaluation standards for educators have been made for a long time. In setting evaluation standards, the Principal also coordinates with various parties including supervisors and follows Permendikbudristek No. 9 of 2022 concerning the evaluation of the Education System by the center and regions in Elementary and Secondary Education, which is the reference for every assessment of an educator in Indonesia. In this regard, the Principal is of the opinion that "evaluation standards already exist, and can determine future steps regarding the development of students who are having problems or improving the performance of educators". Based on the results of the interviews and observations, the researcher can conclude that the evaluation indicator is to facilitate educators in making learning devices so that they do not busy the activities of educators with PBM activities. Based on the conclusions of these indicators, the conclusion is that learning devices are very much needed, this is a reference for educators in PBM activities that are more focused and ensure the quality of education. And evaluation makes it easier for educators to make learning devices so that they do not busy the activities of educators with PBM activities.

Discussion

PerPrincipal's Role in Increasing Educator Motivation

The following will describe the results of the study at SMP Negeri 19 Percontohan Banda Aceh which is guided by the following dimensions:

a. Peorganizing

The Principal plays a role in improving teacher competence. In determining the division and assigning tasks, the Principal holds a Work Meeting before entering the new School Year

involving the entire school community. The Principal coordinates the meeting and is directly responsible for the process of compiling to implementing existing programs at the school. The role of the Principal in recruiting educators is a process of finding the right people to be at the school.

Based on the research results, the researcher can draw conclusions about the dimensions in the research results discussing Organization, there are indicators of dividing and determining tasks, that the principal's function is (1) formulating work objectives and making school policies which are called educational leaders or managers, (2) regulating school work systems, which include regulating the division of tasks and authority as well as regulating implementing officers and organizing activities, and (3) supervising school activities, including: organizing activities, directing the implementation of activities, evaluating the implementation of activities and guiding and improving the abilities of implementers.

The school principal as an administrator in the school environment, in carrying out administrative tasks is assisted by educators by dividing their administrative tasks. In order to carry out administrative and reporting tasks quickly and correctly, guidelines are needed at the school level. So educational administration has a very important role in the development and progress of the world of education so that the direction to realize an achievement is very easy to achieve. The principal in carrying out teaching and learning activities distributes and determines the tasks/procedures needed in the teaching and learning process.

The educator dragon is responsible to the Principal and has the main task and is responsible for implementing the learning and teaching process effectively and efficiently. In its duties and functions, the educator is to create/arrange learning programs, carry out teaching and learning activities in the classroom, compile student learning outcome assessment tools, also carry out innovation and creativity that fosters students' interest in learning and other tasks entrusted in the learning and teaching process.

In determining the division of tasks and assigning tasks in the learning process, the Principal holds a meeting and involves all school residents, including the Supervisor, Principal, Vice Principal, and of course the teaching staff on duty. The Principal coordinates the meeting and is directly responsible for the process of compiling and implementing the program, the Vice Principal assigns tasks to each member in the smooth preparation of the division of tasks and programs, and involves teaching staff.

Momrecruitment management of educators or teachers is an effort and effort made by the Principal in organizing the implementation of the acceptance of new educators with the aim of obtaining qualified and competent educators in their fields. With the existence of qualified educators, it will have an impact on the quality and standard of education in schools.

SEducational resources are everything needed in organizing education, including educational staff, funds, community, facilities and infrastructure. In this regard, the personnel functions that must be carried out by the Principal are planning, organizing, directing, training, and developing, compensation, assessment and dismissal. The Human Resources (HR) management system used must be in accordance with the needs of the school, so that the recruitment process carried out is not only to fill the vacancies of educators and employees or just to get ordinary HR, but HR who are highly dedicated and professional in their fields.

MomEducation management in order to improve the quality of education effectively and efficiently needs to be supported by quality human resources. In this case, human resource development is a process of improving human capabilities to be able to compete in today's competitive era. The Principal is a professional official in a school organization who is tasked with managing organizational resources and working with educators in educating students to achieve educational goals. With the professionalism of the Principal, the development of educational staff professionalism is easy to do because in accordance with its function, the Principal understands the needs of the school he leads so that the competence of educational staff is not only limited to the competence he previously had, but also increases and develops well so that the professionalism of educational staff will be realized.

In conducting recruitment and selection of educational staff is the authority of the Banda Aceh City Government in conducting Employee Recruitment, educational staff as educational staff. These educational staff will later fill the vacancies of subject educators and educational staff throughout the city of Banda Aceh. While for contract or honorary educators who will teach at SMP Negeri 19 Percontohan, the procedure is that the school submits an application to the Banda Aceh City Education Office to be SK as contract/honorary educators.

Based on the discussion above, the following findings were found:

Youmuan 1: In recruiting and selecting teaching staff at SMP Negeri 19 Percontohan, it is the authority of the Banda Aceh City Government.

b. Supervision.

Supervision is a planned coaching activity to help educators and school staff in carrying out their duties effectively and efficiently. The Principal's supervision is not only to control whether all planned activities have been carried out properly or not, whether the learning tools are appropriate or not, but supervision also fosters professional growth, improves teaching quality, and the skills of educators.

PeSupervision is everything that can help educators and school personnel from a leader who provides assistance in achieving predetermined goals, in this case the assistance provided is in the form of guidance, encouragement and opportunities for educators in an effort to develop the potential that exists in each individual educator so that they can carry out their duties well, provide assistance in choosing good learning tools and teaching methods, provide assistance on how to systematically assess the phase of the teaching process in schools or innovations in education and teaching.

FThe Principal's function is to plan, organize, supervise and mobilize. The Principal is responsible for the smooth implementation of all school programs in general, especially service programs in his school. In carrying out planning, both school planning, strategic planning, operational planning, annual planning, and school income and expenditure budget plans.

SeeAs the Principal, supervision must continue to be carried out properly and run in accordance with established procedures, educators are required to be able to improve their competence in accordance with the development of the times by following a number of

existing trainings. With increased competence, implementation will be effective, achieving optimal goals and students who are educated can feel the benefits of its implementation.

The competence of educators in schools requires cooperation with parents or the community, either through the school committee or assistance that provides administrative assistance. This is related to social pedagogy, how to understand, appreciate differences in managing conflict, cooperation, building teamwork, effective communication, the ability to understand environmental changes and values that occur in society. Where social competence is still not optimally carried out.

Based on the discussion above, the following findings were found:

Finding 2: Learning tools and assessment of learning outcomes in improving the competence of teaching staff at SMP Negeri 19 Percontohan Banda Aceh in the implementation of the Principal's function are not as expected, so further improvements are needed.

CONCLUSION AND RECOMMENDATION

Conclusion

Based on the results and discussion of the research, it can be concluded that: Organizing is an activity where the activity contains about compiling and forming working relationships between individuals or groups, so that a unified effort is realized in achieving the goals that have been set. There are basic steps in organizing school programs; the first is to determine the task, then determine the time parameters and needs, after that determine the position and responsibility, detail the authority relationship, detail the communication relationship, identify coordination needs and prepare the determination of work assessment criteria. In dividing and determining the tasks needed, it has been carried out by the Principal to improve the competence of educators. In determining the division and determining tasks, the Principal holds a Work Meeting before entering the new School Year which involves the entire school community. The Principal coordinates the meeting and is directly responsible from the process of compiling to implementing existing programs in the school. Recruiting educators is the role of the Principal. Recruiting educators is a process of finding and finding the right people in the school environment. Thus, recruiting educators is a very important thing to do based on the needs and requirements determined by the school.

Professional educational supervision is a process of providing professional educational services through continuous coaching to educators and other school personnel to improve and enhance the effectiveness of personnel performance/human resource discipline. so that it can achieve student growth. If the functions and steps of education are carried out properly, then the objectives of supervision will be achieved and obtain maximum educational results. One of the important changes in the field of education lies in the learning process. The learning process is closely related to many factors, one of which is learning tools. Learning tools can be used to improve learning achievement. That learning tools are very much needed, this is a reference for educators in more focused PBM activities and guaranteed quality of education.

Evaluation is to make it easier for educators to create learning tools so as not to busy educators with PBM activities.

Rewards are very important to stimulate educators to teach more actively and enthusiastically. Rewards are divided into two groups, namely external rewards (Extrinsic Rewards) and internal rewards (Intrinsic Rewards). Internal rewards given by the Principal are in the form of increasing career levels. For example, a position is given within the school

environment. External rewards given by the Principal are in the form of certificates, speeches, plaques and cash.

MEducator motivation in motivating learning requires more complete facilities and infrastructure and in developing students, a learning model needs to be implemented which can be said to be a meaningful learning approach for students.

Recommendation

Based on the conclusions and results of the study above, the researcher will provide suggestions to improve the quality of student discipline, namely: The management of the Principal's organization at SMP Negeri 19 Percip in improving teacher competence has been assessed as good and it is expected that they will always maintain and improve their abilities and competence in the managerial field so that the planning and goals of school management that have been set can be achieved optimally, but it is better if the program that has been made needs to be revised every year to adjust to the actual situation as the goal of the effectiveness of the program itself.

PelaThe implementation of the teacher supervision and competency improvement program at SMP Negeri 19 Percontohan Banda Aceh which has been implemented so far has included functions that are actually expected to maintain good personalities and improve work professionalism, but it is better if the implementation continues to be consistently reviewed because teachers are expected to be able to lead their students in a similar direction as the demands of today's societal progress. As well as facilities and infrastructure meet the standards in providing services to students based on regulatory provisions.

PeIt needs to be discussed again regarding the role of follow-up program supervision, the head of the field of study needs to improve the implementation of supervision to teachers optimally. The head of the field of study who carries out class supervision in the teaching and learning process is expected to be able to cooperate well with the Principal and related teachers because they carry out supervision that is already categorized as good and very good. Because supervision if carried out routinely and planned is very helpful for teachers in improving their performance, teachers in the very good category will receive awards.

Kthe concept that control and evaluation of program implementation (educational planning) involves all parties related to the education quality service process, while remaining under the command of the leader or head of the education unit. While the parties that can be involved in the evaluation process of the implementation of education planning and educator motivation in each education unit are: principals, teachers, students, school committees, school supervisors, and the education office.

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