



STRATEGIES OF WOMEN LEADERSHIP IN CHANGING TEACHER PERFORMANCE (CASE STUDY AT MI NUR HIDAYAH WONOSARI KLATEN)

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ABSTRAK

Penelitian ini membahas strategi kepemimpinan perempuan dalam meningkatkan kinerja guru di MI Nur Hidayah. Tujuan utama dari penelitian ini adalah untuk mengidentifikasi kepemimpinan yang diterapkan dan pendekatan yang digunakan oleh pemimpin perempuan dalam meningkatkan kinerja pendidik di lembaga pendidikan. Berdasarkan penelitian yang dilakukan, dapat dilihat bahwa indikator-indikator peningkatan kinerja dapat tercapai dengan kepemimpinan perempuan yang diterapkan di MI Nur Hidayah. Strategi yang diterapkan adalah membangun komunikasi melalui kegiatan rutin, keterbukaan, dan sikap saling mendukung satu sama lain. Penelitian ini bersifat kualitatif dengan menggunakan pendekatan melalui wawancara dan observasi. Penelitian ini dilakukan untuk mengonfirmasi bahwa perempuan mampu menjadi pemimpin yang menciptakan lingkungan kerja yang aktif dan mendukung, sehingga dapat meningkatkan kinerja guru secara optimal untuk mencapai hasil yang maksimal.

Kata Kunci: kepemimpinan perempuan, strategi, kinerja guru.

ABSTRACT

This study discusses the strategy of women's leadership in improving teacher performance at MI Nur Hidayah. The main objective of this study is to identify the leadership applied and the approach used by female leaders in enhancing the performance of educators in educational institutions. Based on the research conducted, it can be observed that the indicators of performance improvement can be achieved through the women's leadership implemented at MI Nur Hidayah. The strategy applied involves establishing communication through routine activities, openness, and a mutual support attitude. This study is qualitative, using an approach based on interviews and observations. It was conducted to confirm that women are capable of being leaders who create an actively supportive work environment, thus improving teacher performance optimally to achieve maximum results.

Keywords: women's leadership, strategy, teacher performance.

INTRODUCTION

Gender issues are increasingly becoming a special concern for society. Because it is not only a topic of conversation, but currently gender equality is a new branch of science that is studied by various age groups. The roles of men and women actually have equal portions but cannot be equated. Men and women have the same opportunity to contribute to an environment and have the same opportunity to play a role in certain professional fields.

Indonesian history can be one of the inspirations for women's leadership. Where there is a woman who successfully became a head or leader of the country. From this, it can be proven that women have the capability and competence to lead an organization both on a large and small scale. There may still be some assumptions that women who become leaders cannot be professional because of the influence of their emotions, or are often considered to prioritize subjective values which then ignore reality and objective thinking. So women's leadership is



considered indecisive, less responsible, and less authoritative in leading. However, this assumption can be refuted by the many women leaders who are currently successful in leading organizations and can reach the success phase of the organization.

To see a person's ability in an organization, especially as a leader, cannot be judged only by "gender". But how are the work ethic, dedication, and commitment of a person given to the sustainability of the organization? As time goes by, many women have participated in building civilization, not a few have even been recorded in history. Like our National Hero RA Kartini who was very instrumental in raising education for women.

In Islam, humans are sent down to earth to have a very noble task. The task of humans on earth is to become a caliph or leader. A leader who is at least for himself and at most for his surroundings so that his presence provides benefits. From this statement, it can be seen that not only men have the right to be leaders. Women and men have the same opportunity to become leaders. The additional point is when a person is competent in leading and can provide a good example for his members or followers.

METHODS

This study uses qualitative research and literature study, namely research that intends to understand the phenomenon of what the subject experiences with data collection techniques with observation studies, direct interviews, and documentation. Interviews by preparing several question instruments that are asked to the resource person, namely the principal of MI Nur Hidayah. The purpose of this interview is to find out about women's leadership in an educational institution, especially at MI Nur Hidayah. According to Sutrisno Hadi (Sugiyono, 2010) in the Rachman Halim Yustiyawa research journal, it is explained that the technique of collecting data by observation is a complex process through observation and memory. Observation is used when it comes to collecting initial data needed in research. (Dawis et al. 2023)

RESULTS AND DISCUSSION

Organizations are never separated from management components. Both components of management functions and leadership roles in an organization. Leadership in an organization is a very crucial thing that can be a determinant in the success of an organization. According to (Sulthon Syahril 2019) leadership is a complex process where a leader influences his members in implementing and achieving the vision, mission, and tasks or objectives that can lead the organization to become more advanced.

Based on (theory) Leadership is a person's competence to influence others to be in accordance with the vision, mission, and goals expected in an organization. The leadership attitude of each person is certainly different in influencing others, according to the condition and ability of a person to lead. In the theory above, it is explained that not only do men have the competence to lead, but women also have the same leadership role. In addition, the view that female leaders see views more personally and prioritize empathy over existing facts, even though this can be a superior value in female leadership, namely placing oneself and understanding the situation through a feminine attitude and empathy.

In the school environment, women's leadership attitudes create closer relationships and place empathy in communication so that parents are more open to problems and difficulties of students related to the learning process. Evidence that women's leadership can create good relationships. Based on data found at MI Nur Hidayah, women can become good leaders or principals and are responsible for all tasks entrusted to them. Able to communicate to create close and harmonious relationships both internally and externally in the madrasah.

Communication: Communication strategy is a fundamental step for successful leadership in an organization. Achieving organizational goals requires going through planning and



management stages which require the right communication strategy (Thareeq Akbar Perkasa and Aditia 2023). Communicators are very important because they can control how communication will be carried out and applied to the organization.

As a leader, the principal of MI Nur Hidayah can create a family-like organizational climate. The relationship between the principal and educators can be said to be very close because it is not only related to work but also sharing personal problems so that they foster a sense of caring for each other and can train themselves to become problem solvers. Maximizing the internal institution does not mean ignoring the external environment.

Communication with parents is also maximized by the head of the madrasah. Through the "sharing" session between the head of the madrasah and parents, several obstacles faced by parents can be overcome, including difficulty in paying tuition fees. In addition, establishing communication with educators and parents can be done by meeting and monitoring regularly, because what is thought sometimes does not match what is in the field. If there is something that needs to be communicated, MI Nur Hidayah always provides good service.

Decision: A decision is a choice from two or more possible outcomes. A decision is a real choice because the choice is interpreted as being about goals including choices about how to achieve goals. A decision is the end of a more dynamic process called decision-making. This process is seen as a series of related activities and is not simply considered a wise action. (Sahban 2016).

The formulation of decisions made by the head of the madrasah is based on situation analysis. So it takes a relatively long time but can still achieve the target of solving existing problems. Judging from the problems that occur, if, among teachers, the steps taken are with a personal approach to find out the problem.

Empathy: The ability to understand and feel the feelings of others, creating a supportive environment. This is one of the advantages of the head of the madrasah. His empathy is not only for teachers and students or school residents but also for parents. So that a special closeness is established between the head of the madrasah and the parents. There is a situation where the parents experience obstacles in paying tuition fees. With the high empathy of the head of the madrasah, this obstacle is handled through meetings and sharing so that it can be known how and what causes the obstacle. The empathy possessed by the head of the madrasah is also a supporting aspect of decision-making. Where decision-making is carried out with a situation analysis that sees and understands what is felt by the stakeholders involved. For example, if there is an obstacle to the parent, the head of the madrasah will understand what the parent is experiencing so that he can provide the right solution to deal with the obstacles experienced.

Some of the indicators above describe how female leadership is able to maximize its role in becoming a leader in an institution. This has an impact on the performance of its subordinates as evidenced by the fulfillment of employee performance indicators. Indicators of increasing employee performance are:

Work Quality: The work quality of an employee can be formed due to several factors, including the style of leadership in leading an organization. According to (Ilmawan Mirza, Dwi Setia, and Fitriani 2017) the existence of a good leadership style affects employee satisfaction which can improve employee performance. Efforts to maintain the sustainability of good employee performance are the duties of the leader in the highest position and play a full role in the sustainability of the organization.

The firmness in the decision-making of the Principal of MI Nur Hidayah, despite her young age, can work under pressure because she has great responsibilities, including taking care of administration, finances, maintaining relationships with parents of students and the ability to maintain good relationships between teachers and other staff, although sometimes there are tension or ego clashes with other staff. She often works overtime until late at night to



ensure her tasks are completed properly and has a strong character in making decisions, especially when there is a policy that she thinks is right.

Productivity: the productivity of organizational members can be measured through efficiency and effectiveness in achieving the desired output on the tasks performed. According to (Asman and Rony 2023) Employee productivity can be achieved if the organization can optimize the use of its resources, one of which is by allocating the right human resources according to the competencies they have.

The productivity of the principal of MI Nur Hidayah can be assessed from several aspects, such as being able to manage and utilize time well to complete various tasks effectively, being directly involved in policies related to inclusive students which is one of the advantages of MI Nur Hidayah, he not only runs the program but also ensures that students with special needs get the right attention and treatment, and he takes over responsibility without hesitation. This shows that he remains productive in resolving internal obstacles, even when other staff do not provide sufficient support.

In the journal studied by Eggi Alvando and Prawinda (2021) with the title "Feminist Perception in Women's Leadership". The purpose of the research conducted was to explain how women influence leadership in Indonesia, as well as to see the perspective of feminism in a woman who will become a leader in Indonesia. The results of this study show that women can prove and achieve success as a leader. The role of women in leadership in Indonesia from all aspects has shown that women are also capable and worthy of being leaders.

The perspective on Feminism sees gender equality as a basic right because now men and women must be able to work together and support each other. So success in development and progress does not only come from one party but becomes a form of participation of both parties to mutually realize success in achieving goals (Da Meisa and Anzari 2021).

In Ayu Friana and Cenni's research entitled "Women and Leadership" explains that a leader is a person who has skills and advantages, a leader does not have to be a man, but the role of a female leader in the modern era is now very much needed. Although the leadership styles of men and women are different, women do not always with a feminist attitude, and men with a masculine attitude. However, women also have a feminine and masculine side in leadership (Fitriana and Cenni 2021).

In a journal researched by Raiyana Putri Kana et al., 2022 entitled Women's Leadership as Principals. Women as Principals tend to pay more attention to the development and progress of schools. The key to the success of school-parent relationships is seen in the skills and abilities of the principal in communicating. This statement is based on the fact that parents of students are more favorable and involved in school activities led by women compared to male leadership so female leadership is effective in establishing successful school-parent relationships. (Kana, Indriani, and Lubis 2022)

CONCLUSION

This article concludes that women's leadership in Indonesia, especially in education, is very effective. Women as leaders can build harmonious relationships between schools, parents, and educators through an empathetic and communicative approach. This study shows that women are successful in leadership and encourage cooperation and equality to achieve common goals. Women's leadership at MI Nur Hidayah can be an inspiration for other educational institutions by using the right approach such as open communication and effective promotion. In the school environment, women's leadership attitudes create closer relationships and place empathy in communication so that parents are more open to their children's problems and difficulties in school.

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