

# The Influence of Principal Leadership and School Committees on Teacher Discipline

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## Abstract

This study examines the impact of the principal's leadership and the school committee on teacher disciplinary measures at UPT SDN 15 Sungai Padi, Sangir District, South Solok Regency. This research addresses the issue of leadership within the principal and school committee in relation to teacher discipline at UPT SDN 15 Sungai Padi. The population and sample for this study consisted of teachers and students from UPT SDN 15 Sungai Padi, totaling 65 individuals. The objective of this research is to (1) describe the leadership qualities of the principal, school committee, and teacher discipline at UPT SDN 15 Sungai Padi, (2) assess the impact of the principal's leadership on teacher discipline at UPT SDN 15 Sungai Padi, (3) evaluate the influence of the school committee on teacher discipline at UPT SDN 15 Sungai Padi, and (4) determine the combined influence of the principal's leadership and the school committee on teacher discipline at UPT SDN 15 Sungai Padi. This study employs a causal descriptive methodology. The data analysis employed multiple linear regression using the SPSS for Windows 27 software. The findings indicated that the principal's leadership exerted a substantial influence on teacher discipline, whereas the school committee had no noteworthy impact on teacher discipline. Furthermore, the combined effect of the principal's leadership and the school committee was found to have a significant impact on teacher discipline.

**Keywords:** Principal Leadership, School Committee, Teacher Discipline



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## INTRODUCTION

In its most fundamental form, education is a deliberate endeavor with the intended purpose of directing students toward complete physical and spiritual maturation. Education in Indonesia has the aim of providing knowledge, understanding, and teaching (Abidin, 2021). The formation of a child's personality is a process that is based on values, which are the philosophy of educators and are commonly thought to be accurate. Education is a process that is based on values. In addition, education refers to the efforts that are made to transform pupils into a new generation and to instill in them the confidence to embrace their future. Students might become aware of their responsibilities and obligations through the process of education. Currently, education is an imperative necessity; education is an effort to grow educational information related to shaping behavior, values, and attitudes. Education is an expansion of academic knowledge (Yanti, Z, & Suharli, 2023).

According to Abdillah (2013) one of the most critical issues that has to be addressed is the inadequate level of education available in Indonesia. To ensure that the educational process in schools is carried out effectively, of course, qualified teaching staff need to have loyalty and a high level of discipline. The process of working with and through other people to achieve organizational goals is known as school management, and it requires a leader who is genuinely competent in carrying out his tasks and obligations. A strong sense of discipline will help you achieve your goals. However, a leader who is truly capable of carrying out his duties and responsibilities in an efficient manner is required in order to establish a state of discipline (Fajriyati Islami, Oktrifianty, & Magdalena, 2021).

According to Sinungan (2003), a mental attitude that is mirrored in the behaviors or conduct of individuals, groups, or communities in the shape of obedience is what we mean when we talk about maintaining discipline. Many factors can influence a teacher's discipline, including leadership factors, needs, supervision, responsibility for tasks, and definite rules. Improving teacher discipline primarily starts at school. In the school environment, the position of the principal as a source team leader or school manager has a vital role in efforts that are planned effectively and efficiently. Whether the quality of teacher discipline in a school is good or bad is closely related to the school principal's leadership efforts in controlling, encouraging, and improving all potential and existing regulations as one of the management functions.

Nawawi (1997) holds the belief that leadership is the capacity to move, motivate, and influence people to the point where they are willing to take actions that are geared toward accomplishing goals by having the courage to make decisions about the activities that they engage in. Discipline and leadership are important factors (Suryandari, Subyantoro, & Sabihaini, 2023). For the purpose of enhancing the level of discipline in the school environment that he oversees, the function of the principal is of the utmost importance. It is required of the school principal, who is a vital component in ensuring the success of an educational institution, that they are able to set the course of policy within the academic institution as well as the advancement of the school. (Holihah, Arafat, & Rosani, 2023; Wulandari, Dwi Sartika, & Perawati, 2018). In order to strengthen teacher discipline and the overall management of the school system, the leadership of

the principal is the most critical factor in determining the success of education in schools (Juniarti, Ahyani, & Ardiansyah, 2020).

According to Sagala (2009), the school committee is a representative institution of parents and the community, which is expected to help the school meet school needs. In Law No. 20 of 2003 concerning the national education system, community participation is regulated to cover a broader scope, including the involvement of individuals, groups, families, professional organizations, entrepreneurs, and community organizations. The community is also involved in supervising the management of education in both state and private units. The community is positioned as an essential stakeholder besides the government.

In order to improve teacher performance, the school committee is responsible for the following: (a) providing consideration in the process of determining and implementing education policies; (b) providing support, including financial, thought, and energy, in the process of implementing education; and (c) participating in the process of providing supervision in the process of implementing education, and (d) as a mediator between government and society (Sagala, 2009). Thus, the role of the school committee in the implementation of education includes three things, namely: (a) involvement in educational planning, (b) involvement and implementation of education, and (c) involvement in evaluation and supervision of education implementation.

Based on initial observations made by the author, UPT SD Negeri 15 Sungai Padi is one of the schools that has problems regarding teacher discipline, which is still not optimal; there are still some teachers and staff who violate existing school rules. A teacher should obey the school rules and regulations, both written and unwritten because teachers must set a good example for their students.

Teacher discipline at UPT SDN 15 Sungai Padi is still not optimal; there are still several teachers who violate school discipline rules, such as those who arrive late, leave early, leave school without asking permission, and take school holidays without giving clear information. This is all suspected because the principal's leadership is still not optimal in finding the right solution for teachers who have disciplinary problems, and the role of the school committee is shallow in the development and issues that exist in the school. The school committee only acts as a symbol and does not carry out its duties as a school committee. One of the duties of the school committee is to supervise and monitor the school, but the committee does not carry this out.

## **LITERATURE REVIEW**

### **Teacher Discipline**

Discipline is a state of calm or regularity of attitude or regularity of action. Discipline is not an, but d condition; the line is related to attitude, namely the willingness to react. Discipline is compliance with predetermined rules, so in everyday conversation, the term is usually associated with a state of order. In this situation, a person's behavior follows specific patterns that have been determined in advance (Hasibuan, 2013).

According to the Government Regulation of the Republic of Indonesia No. 53 of 2010, The regulations governing the work discipline of teachers and other civil servants define it as the

ability of civil servants or teachers to adhere to their obligations and avoid prohibited actions outlined in statutory or official regulations. Failure to comply with these regulations may result in disciplinary consequences.

### **Leadership**

According to Danim (2012), when it comes to achieving predetermined objectives, leadership encompasses every activity that is carried out by an individual or group in order to coordinate and provide direction to individuals or groups that are members of a given forum.

This ability to influence and direct others toward the goals that the leader desires is what we mean when we talk about leadership. Leadership can be defined as the capacity to move, motivate, and influence individuals to the point that they are willing to perform actions that are aimed at attaining goals. This is accomplished by having the guts to make decisions regarding the activities that individuals engage in (Robbins & Judge, 2017).

The efforts that are made and the outcomes that can be obtained by the principal, as well as the implementation of school administration, are what constitute principal leadership. Principle leadership is the realization of educational goals effectively and efficiently, constructively, and accountable. Therefore, from this point of view, the principal ought to be a leader who possesses strong management abilities in order to oversee the entirety of the school and consistently work toward enhancing the standard of education (Mulyasa, 2011).

### **School Committee**

According to Sagala (2009), the school committee is a representative institution of parents and the community, which is expected to help the school meet school needs. The school committee is committed and loyal and cares about improving the quality of education in the region.

According to Engkoswara & Komariah (2011), a school committee is a one-of-a-kind organization or entity that is established via democratic discussion with the participation of education stakeholders at the school level. Its purpose is to serve as a representation of the numerous aspects that are responsible for enhancing the quality of education in schools.

### **METHOD**

Quantitative research that takes a causal descriptive approach is the type of research that is being discussed here. The data collected for research is presented in numerical form, and statistical analysis is utilized. The leadership of the school principal and the school committee is the independent variable in this study, while the discipline of the teachers is the dependent variable. This research is comprised of three variables. In the course of this investigation, the method of data analysis utilized was descriptive analysis. This method was used to determine the responses of each category of respondents for each variable (Sugiyono, 2018). Primary data is the sort of data that was utilized in this investigative study. Data that is received directly from respondents is referred to as primary data.

## **Populasi dan Sampel**

According to Sugiyono (2018), from the perspective of the author, the population is a generalized region that is comprised of items or persons that possess particular features and characteristics. The author uses this population to investigate and form conclusions.

The population in this study was all 17 teachers and staff, 171 students, and the total number was 188. So, the sample in this study was 65 people, 15 teachers and staff and 50 students.

Meanwhile, according to Soehartono (2004), the term "sample" refers to a portion of the population that is being investigated and is used to describe the population. The sample for this study consisted of sixty-five individuals, fifteen of whom were members of the teaching and administrative staff and fifty of whom were students.

## **Data Collection Technique**

Primary data sources were utilized in the collection of data. Data from primary sources was gathered through the use of questionnaires and interviews. Observation and questionnaires were the various methods of data collection that were utilized in order to acquire the information that was required to support this research.

### *Questionnaire*

The questionnaire is prepared in the form of answer choices that match the respondent's perception – namely, closed questions. Data measurement carried out in this study used a Likert scale at the interval 1-5 with the criteria: 5 = Strongly Agree; 4 = Agree; 3 = Undecided; 2 = Disagree; 1 = Strongly Disagree.

### *Observation*

Under the field of research, the term "observation" refers to the process of monitoring patterns of human behavior under specific circumstances in order to gather knowledge about the topic of interest (Sugiyono, 2018).

## **Validity and Reliability Test**

### *Validity test*

Validity testing is used to measure the measuring instruments used to obtain data, and according to Sugiyono (2018), when we talk about a valid instrument, we are referring to the measuring device that was used to get the data (measure). When the product-moment correlation coefficient index ( $r$ ) is compared with the critically determined value, it is possible to decide whether or not an item is legitimate.

If the calculated  $r_{\text{count}}$  is  $>$  from the  $r_{\text{table}}$  (2-sided test with a significance level of 5%), then the question item or indicator is declared valid.

### *Reliability Test*

When it comes to measuring a questionnaire, which is an indicator of a variable or construct, reliability testing is a tool that can be utilized. According to Ghozali (2018)., a questionnaire is considered to be dependable or reliable if the responses that a person provides to the questions become consistent or stable over time. If the Cronbach Alpha value of a variable is more than 0.70, then we may say that the variable is dependable (Ghozali, 2018).

## ANALYSIS AND DISCUSSION

### General Description of Respondents

The number of respondents in this study was 65 people, consisting of 15 teachers and staff and 50 students from UPT SDN 15 Sungai Padi. In this study, the characteristics known are age, gender, and education. Below, we will discuss the conditions for each demographic classification of respondents.

**Table 1.** Respondents by Gender

Gender		
Gender	Number of people	Percentage
male	30	46%
Female	35	54%
Total	65	100%

Source: Data processing results, 2023

As can be seen in Table 1 above, the participants in this study consisted of thirty males, which accounts for forty-six percent of the total, and thirty-five females, which accounts for fifty-four percent of the total. This demonstrates that female respondents have a greater degree of dominance than male respondents.

**Table 2.** Respondents by Age

No	Age (Years)	Number of people	Percentage
1	< 25 Years	50	77%
2	25-35 Years	4	6%
3	36-45 Years	5	8%
4	> 46 Years	6	9%
	Total	65	100%

Source: Data processing results, 2023

Based on Table 2 above, it can be seen that of the 65 respondents aged under 25 years, there were 50 people with a percentage of 77%, four people aged 25-35 years with a rate of 6%, 36-45 years old with a percentage of 5 people with a rate of 8% and six people aged over 46 years with a rate of 9%.

**Table 3.** Respondents Based on Education

No	Last Education	Number of people	Percentage
1.	Elementary School	50	77%
2.	Senior High School	2	3%
3.	Bachelor Degree	13	20%
	Total	65	100%

Source: Data processing results, 2023

From Table 3 above, it can be seen that the respondents in this study who had a bachelor's educational background were 13 people with a percentage of 20%, two people had graduated from high school with a rate of 3%, while the lowest according to educational level were those who were still in elementary school, namely 50 people with a percentage of 77%.

### Validity and Reliability Test

The validity test in this research is used to measure whether a questionnaire is valid or not. Measuring validity can use Pearson correlation and is done by conducting a bivariate correlation between each statement indicator score against the total construct by showing significant results, namely below 0.05 or 5% Ghozali (2018). Suppose each statement indicator has a significance level below 0.05. In that case, it means it is said to be valid, and if the calculated  $r$  is more significant than the  $r$  table, then the statement item or indicator is declared valid. In the pilot test with 30 respondents, the researcher also used the formula  $(df) = n-2$ , so  $30-2 = 28$  obtained a value of 0.361 as the  $r$  table. The test results show that each statement item in the research, namely 10 statement items for the principal leadership variable, 8 statement items for the school committee variable, and 8 statement items for the teacher discipline variable, were all declared valid as indicated by the calculated  $r$ -value more significant than  $r$ -table 0.361 and significance value is smaller than 0.05.

When it comes to measuring a questionnaire, which is an indicator of a variable or construct, reliability testing is a tool that can be utilized. If an individual's responses to a questionnaire are consistent or steady over time, then the questionnaire is considered to be dependable or reliable, according to Ghozali (2018). According to Ghozali (2018), a variable is supposed to be trustworthy if it has a Cronbach Alpha value that is greater than 0.70. The findings of the reliability tests are as follows:

**Table 4.** Reliability Test

No	Variable	Cronbach Alpha	Information
1.	Principal Leadership (X1)	0.761	Reliable
2.	School Committee (X2)	0.782	Reliable
3.	Discipline Teacher (Y)	0.771	Reliable

Source: Data processing results, 2023

Based on Table 1 above, Cronbach's alpha value for the questionnaire for the principal leadership variable is 0.761, school committee is 0.782, and teacher discipline is 0.771. It is, therefore, possible to conclude that the statements contained in this questionnaire are trustworthy due to the fact that Cronbach's Alpha score is more significant than 0.70.

### Coefficient of Determination (R<sup>2</sup>)

The coefficient of determination, which is sometimes referred to as R<sup>2</sup>, is a statistical measure that is used to determine the amount to which a model is able to account for variations in a dependent variable. Within the range of zero to one, the value of the coefficient of determination can be found somewhere in the middle. A low value for R<sup>2</sup> shows that the ability of the independent variables to explain fluctuations in the dependent variable is not particularly strong. This is indicated by the fact that the value of R<sup>2</sup> is low. A size of 0.594, or 59.4%, is the value of R<sup>2</sup>. This demonstrates that the leadership of the principal has a 59.4% influence on the discipline of teachers. In comparison, the remaining 40.6% (100% minus 59.4% = 40.6%) is explained by other reasons that were not included in the research model.

### t-Test Results (Partially)

The objective of the t-test is to ascertain, at the very least in part, the extent of the influence that stands between the independent variable and the variable that is being tested (the dependent variable). In order to determine whether or not there is a significant influence from each independent variable, specifically the leadership of the school principal and school committee, as well as one dependent variable, which is the discipline of the teachers, the crucial value is compared with the degree of trust. This assessment is done in order to determine whether or not there is a substantial influence. The acceptance of the null hypothesis (H<sub>0</sub>) is contingent upon the symbol t having a significance level that is greater than 0.05. Analogously, the null hypothesis (H<sub>0</sub>) is rejected in the event that the significance level (sig t) is lower than 0.05. This suggests that there is a substantial relationship between the variable that is independent and the variable that is dependent (Ghozali, 2018). If the null hypothesis (H<sub>0</sub>) is rejected, this means that the link would be significant. Following is a list of the results of the t-test that was carried out in the course of this investigation:

**Table 5.** Multiple Regression

Model		Coefficients <sup>a</sup>						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	9.263	2.907		3.186	.002		
	X1	.544	.101	.678	5.385	.000	.413	2.422
	X2	.087	.094	.116	.925	.359	.413	2.422

a. Dependent Variable: Y

Source: Data processing results, 2023

From table 5 above, you can see the calculated t value and the significance value of each variable. To test t, it is carried out with the degree of freedom  $df = n - k = 65 - 2 = 63$  so that the t table is 1.998. From the results obtained, the following conclusions can be drawn:

- a. The principal's leadership (X1) has a calculated t value of 5.385 and a t table value of 1.998. From this value, we get  $t \text{ count} > t \text{ table} = 5,385 > 1,998$ . The significance value of the principal's leadership is 0.000, so it is obtained as  $0.00 < 0.05$ . It can be concluded that the principal's leadership has a significant effect on teacher discipline.
- b. The school committee (X2) has a calculated t value of 0.925 and a t table value of 1.998. From this value, we get  $t \text{ count} < t \text{ table} = 0.925 < 1.998$ . The significance value of the school committee is 0.359, so we get  $0.359 > 0.05$ . It can be concluded that the school committee has no significant effect on teacher discipline.

### Simultaneous Test (F Test)

The test was carried out with the purpose of determining the extent to which the independent variable principal leadership (X1) and the school committee (X2) had an impact on the dependent variable teacher discipline (Y), either concurrently or jointly.

**Table 6.** Simultaneous Test (F Test)

ANOVA <sup>a</sup>						
	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	624.269	2	312.134	45.398	.000 <sup>b</sup>
	Residual	426.285	62	6.876		
	Total	1050.554	64			

a. Dependent Variable: Y

b. Predictors: (Constant), X1, X2

Source: Data processing results, 2023

Due to the fact that the estimated F value is 45,398 greater than the F table 3.15, and the significant value is 0.000 less than 0.05, it can be concluded that the hypothesis  $H_{03}$  is rejected and the hypothesis  $H_{a3}$  is accepted. Therefore, it is possible to draw the conclusion that the leadership of the school committee and the principal of the school concurrently has a substantial impact on the discipline of the teachers involved.

### CONCLUSION

Based on the results of the completed data analysis of all data obtained from the questionnaire, the following conclusions are drawn:

- a. The leadership of the principal has a considerable impact on the extent to which teachers are disciplined. at UPT SD Negeri 15 Sungai Padi, Sangir District, South Solok Regency; the results of the t-test prove this; it is known that the calculated t value obtained is 5.385, and t table is 1.998 ( $t \text{ count} > t \text{ table}$ ) with a level significance is smaller than 0.05 ( $0.000 < 0.05$ ).

- b. The school committee has no significant effect on teacher discipline at UPT SD Negeri 15 Sungai Padi, Sangir District, South Solok Regency. The t test proves this, it is known that the calculated t value obtained is 0.925 and t table is 1.998 ( $t_{\text{count}} < t_{\text{table}}$ ) with a significance level greater than 0.05 ( $0.359 > 0.05$ ).
- c. The leadership of the principal and school committee has a significant effect on teacher discipline at UPT SD Negeri 15 Sungai Padi, Sangir District, South Solok Regency, as proven by the F test (simultaneous) with the calculated F result being more significant than the F table ( $45.398 > 3.15$ ). The significance value is smaller than 0.05 ( $0.000 < 0.05$ ).

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