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by Novianty Djafri

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RECONSTRUCTION OF THE EMOTIONAL INTELLIGENCE MANAGEMENT MODEL OF LEADERSHIP OF ADVANCED SCHOOLS IN THE GORONTALO PROVINCE

¹³ Novianty Djafri

¹ Department of Education Management, Faculty of Science Education, Gorontalo State University.

noviantydjafri@ung.ac.id

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Abstrack

Emotional intelligence is an important part that must be possessed by a leader in managing his personality and educational institutions. There are two important components that must be considered by leaders in managing emotional intelligence, namely interpersonal intelligence and intrapersonal intelligence. The important thing that must be considered to be examined in the Management of Emotional Intelligence of a School Principal is that it must be able to manage its educational institutions through Human Psychological Management which consists of (IQ + Personality + EQ). Emotional Intelligence Management is an element in organizing, managing and managing Soft Skills (Traits, Attitudes and Personality), because traits, attitudes and personality are important parts that must be managed by a leader in Managing his Emotional Intelligence. The importance of emotional intelligence for leaders is to analyze the principal's ability to understand emotions, control emotions, motivate himself, understand social situations and communicate well with others. The competencies managed by leaders in Emotional Intelligence are components: Self-Awareness, Self-Management, Auto Motivation, Social Awareness and Relationship Management. In the second year focused on Developing Model of Emotional Intelligence Leadership Principal. Aims to: Developing Emotional Intelligence Competency Leadership Principal . This research is presented through a descriptive qualitative approach to obtain a complete, realistic and effective description of the development of the emotional intelligence model of school principal leadership. Research methods; This research uses developmental analysis through this type of research: R & D Firm Model through 4 stages. The stages of data analysis: 1. Define (defining, planning definition / reviewing the theory for the feasibility of further research), 2. Design (designing: concepts / theories, data and data sources). 3. Develop (development: the processing and preparation of reports) 4. Dessiminate (deployment: Seminar / sosialisasi models. The Collecting data in this study can be done by purposive sampling . The results Model Leadership Principal DAMEHILAWO (skirting, active, motivated, effective, harmonious, initiative, flexible, reliable, insightful and objective, original thinking)

INTRODUCTION

Of the many factors that support the success and success of a leader, the authors review this study based on general problems around leaders and subordinates; where leadership is influenced by emotional intelligence (EQ). For example: Sometimes a leader gives orders based on things that are subjective or emphasize more personally. Subordinates or people who are led also often cannot accept policies made by leaders because of personal factors, tend to be prejudiced against the policies made. Between leaders and those who are led often blaming each other, subordinates often think of themselves as coolies and must obey all orders from their superiors. As a result, many subordinates harbored their ideas. On the other hand, superiors often consider themselves superior and experienced than their subordinates. Based on the example above, a principal with intellectual intelligence (IQ), personality / attitude and high emotional intelligence (EQ) with his leadership should be able to control his emotions, when he finds out / finds wrong perceptions / work done by his subordinates / work team. We recommend that the principal be able to manage his emotions through (understand emotions, control emotions, motivate himself, understand social situations and communicate well with others / subordinates) and further improve general skills in interpersonal and intrapersonal intelligence activities. The principal must establish a working relationship with his subordinates through emotional intelligence competitions (self-awareness, self-management, auto motivation, social awareness, relationship management). The principal can direct his subordinates as a team / work partner through an agreement involving the leader and subordinates, work evaluation in leadership meetings and meetings with subordinates or work teams, by directing, providing instructions on how to work what subordinates should do, so that subordinates can Think smart intellectually / Intelligence (IQ), Personality and also Emotional Intelligence (EIQ) so that a more productive work team is built with maximum work results, meaning that a work team is formed between superiors and subordinates that results in good performance and work or high work effectiveness.

One of the components of being able to live in a community is the ability to direct emotions well. The fact that high IQ people are not necessarily successful and can live happily. The management of emotional intelligence is the ability to regulate emotions both in himself and in others by utilizing the positive emotions he has, even negative emotions can be managed for the achievement of goals in a good, maximum and effective direction.

Based on the above review, the writer needs to examine Reconstruction Development Model of Emotional Intelligence Leadership Principal Senior Secondary (senior) Se Gorontalo province. Research subjects were all high school heads in Gorontalo Province.

THEORITICAL REVIEW

Reconstruction Of The Leadership Model

Leadership continues to change and advance along with the progress of the institution being led and the increase in individual knowledge insights. Leadership performance is determined by how much capacity a person has

in advancing the institution, institution and government. Every concept or alternative solution to efforts to improve the best and ideal leadership attitudes and styles continues to be developed to lead to innovation and improvement of the leadership system itself. Reconstruction of leadership is very much determined by a comprehensive model in the integrity of the implementation of a person's leadership role in an organization, government institution and even schools. "The complete reconstruction of national leadership continues to be developed in an ideal manner, through certain methods, techniques, styles and models, so that there is no best model, but the use of a leadership model is adapted to the needs of leadership in leading institutions or institutions and even schools.

Wanting an improvement and change it is important to reconstruct. ¹²construction in the opinion of BN Marbun (1996: 469) is taking something to its original place. Compilation or redrawing of existing materials and re-filling them as they are or the original event, while reconstruction in the opinion of James P. Chaplin (1997 : 421), states that; reconstruction is a psychoanalytical ¹⁰the data in such a way, to explain ¹⁰in the development of personal occurred, along with the meaning of the material that now exist for the individuals concerned.

So based on the above opinion what is meant by reconstruction is; retrieval of something to be placed in its original place compiled through the interpretation of data, which has been analyzed through individual data and insights, to explain the personal development that has occurred and the current meaning of the material for the individual concerned.

Leadership, according to Kouzes Posner's opinion, explains that leadership is basically about creating, ways, for people to contribute to realizing something extraordinary (Kouzes Posner; 2002: 3). The meaning of kouzes' opinion shows that leadership is a relationship between a leader and those who follow. There is a personal relationship where the other party makes adjustments, because the subordinates want it and the leader must do so, maintaining good relations with subordinates and everyone, because a flexible leader can mingle with everyone, without limiting his leadership. Not that subordinates must follow and act according to the wishes of their leaders, but leadership requires the strength of change, improvement and the power of dynamic solutions; encourage, motivate and coordinate the organization in achieving its leadership goals. Burns (1978: 84) explains that leadership is exercised when someone mobilizes institutional, political, psychological and other resources to generate, engage and fulfill the motivation of his followers. This definition of leadership showed no effect natural way social systems distributed to members of the organization, that between leaders and subordinates is no system that limits between superiors and subordinates, with his leadership; there is a process of influence related to ethics and task performance in an organization, institution or group.

Leadership that has the advantage, the effectiveness of good work, also have the attitude of the role of labor good, judging a subordinate of the performance, then give priority to performance assessments, as formal leadership have the attitude, personality and determination leadership objective, if thought and sense, thus it is called a leader, not an inferior ruler , because the orientation of the assessment rests on the performance results of subordinates who will become the work partner of the leader .

Thus it is important to reconstruct the Leadership in order to obtain new formulations to improve leadership capacity is good, effective, and competitiveness.

Emotional Intelligence Development Model

Emotional intelligence model development, can be done through: Training Program. Training is the process of implementing teaching and learning in order to improve the ability of Civil Servants. Training objectives (a). Changing the paradigm / point of view, mind set, mindset, attitude pattern, and action pattern to be mentally rich, achieve optimal performance by developing a learning organization; (b). Developing moral values, increasing spiritual intelligence, using the whole body, mind, heart and soul to carry out tasks, which are integrated with leadership, managerial, skills and knowledge abilities; (c). Changing the cultural set to build attitudes, behavior, and management beliefs and the values of the apparatus; (11) character and identity . (e). Competency-based training: Having the competences (11) to optimally carry out the duties of the position occupied; Increase competence to occupy a higher position; Have the competence to apply new science and technology to improve organizational performance; Developing information technology (e-government) and its various linkages (e-procurement, e-bidding, e-office).

The reconstruction of the emotional intelligence model is carried out through the form of training, because training for the model is carried out for school principals who now hold their interests with regard to their long-term positions. In accordance with the opinion of Syarifuddin (2001: 217) in the difference between training and development. Training is: increasing individual capacity for the benefit of the position when the leader is in office. The goal is to improve performance as an orientation to the need for periodic positions. The development aims at increasing the ability of individuals for the benefit of future positions, with the aim of increasing long-term performance oriented to the needs of planned or unplanned changes.

Basically, leadership according to Kartono (23; 2011), in her social theory; states that a leader must be prepared, educated and formed, not just born, everyone can become a leader, through preparation and education efforts, and be encouraged by their own followers. It is clear that the leader must be formed not from the results, thus the leader from the results formed and prepared through training and education.

Emotional Intelligence Of School Leadership

Leadership in leading must have principles and traits that can protect a person or subordinates, the amount of work and problems of the leader are very urgent, but I should not give up responsibility for subordinates, that is, a leader who has an empathetic spirit . Because care to subordinates.

Principal leadership , can be done through managerial activities. Principal management according to Sudarwin Danim and Suparno (2009: 12) is due to the implementation of school management, both conventional and school-based, will be able to run well if it is supported by the leadership of the principal who is functionally able to play a role in accordance with the duties, authorities, and responsibility. He is required to be able to synergize all components and potentials of schools and the surrounding environment in

order to create cooperation to advance the school. The means all the details related to the principal's duties. The principal's behavior is reflected in the crystallization of the interaction between the organic functions of management (planning, organizing, implementing, evaluating) with substantive functions, namely academics, workforce, finance, facilities, public relations, special services, and so on. The organic function of management is a gear in carrying out the function of the substance. The synergistic interaction between the two creates ideal school-headed behavior, which is able to bring the school organization to achieve its goals effectively and efficiently

Referring to the opinion of Newell (1978; 210), leadership includes a person's ability to say something to others and relate to one another. A leader must be able to communicate all organizational activities to all ranks. A worker with leadership positions that require the benefits of emotional intelligence so that they are able to function well in the organization. The quality of human relationships begins with emotional intelligence. Company leaders who work in several other countries, recognize that a cultural environment where people are more likely to be sensitive and less considerate of others. Good social skills will help create better interactions for business negotiations and the ability to pursue a career on a global scale. In an institution, individuals will be faced with various problems related to work, this requires that individuals are able to face and answer any existing problems. The success in the face of any problems in the work is influenced by several factors including: their emotional stability, self-awareness and build relationships between sesam a coworker. When a leader is faced with a problem, his ability to solve problems and good work effectiveness is largely determined by his emotional intelligence

Leaders who have emotional intelligence can show attitudes, personalities and behaviors that are exemplary character values and can reduce and minimize circumstances, as well as situations and conditions that are unstable or unstable. Leaders who have high emotional intelligence are able to reduce their emotions and the emotions of others.

Emotional intelligence is not inferior to intellectual intelligence (IQ), according to Golamen (2004; 512). Emotional intelligence is a person's ability to manage his emotional life with intelligence (to manage our emotional life with intelligence); maintaining emotional harmony with (to the appropriateness of emotional and its expressin); self-awareness skills, self-control, self-motivation, empathy and social skills.

The emotional intelligence competence of the head seems to be referred to through the emotional intelligence test (EQ) which consists of five indicator components (a) Self-awareness (b) Self-management / self-control (c) empathy (d) Motivation (e) relationship (f) adaptive (responsive)

RESEARCH METHODS

This research took place in SMA, SMK and MA in Gorontalo province, which consists of Gorontalo City, Gorontalo Regency, Bone Bolango Regency, North Gorontalo Regency, Boalemo Regency and Pohuwato Regency, in an accumulative total of 120 schools / madrasahs. The research was conducted for 2 years. In this study, the population is all principals of

SMA, SMK and MA in Gorontalo Province. Research Subjects 48 Respondents .

This study used a descriptive quantitative approach through the 4-stage R&D research type . The method used in this research is the Education and Training Model. Mc.Taggart (1992), then focus on the Model 4D consists of four stages, namely: (a). Define (defining, planning definition / theory review for the feasibility of further research) (b). Design (design: concept / theory, data and data sources). (c). Develop (development: processing & preparation of reports). (4). Dessiminate (dissemination: Seminar / socialization model)

The data collection procedure uses techniques with the stages of research being carried out through : Observation, Questionnaire and Documentation.

Based on the data collection procedure, the data collection method is through education and training to get a development model in this study, so that to get a model can be done through several opinions of experts, which will be analyzed through data collection, based on the object of research indicators

Results and Discussion

1. Analysis Results

The results of the research data analysis showed an increase in emotional intelligence from the leadership of the principal, through the development of material in the implementation of training. This can be seen in the increase in the final test results with the highest score range of 81-100, with the "Very Good" category compared to the initial test being in the Good category, with the number of statement items 30 items and the number of respondents 48 people, the actual total score is obtained. amounted to 960 or with a percentage of 80.00% so that the total score of respondents' responses to 30 statement items . The implementation of training can be demonstrated; which is analyzed through data recapitulation for response scores on the training implementation technique can be seen through the majority of respondents, namely: 28 respondents, with a percentage of: 58.33%, thus that as many as 28 respondents stated that the training implementation technique was in the category "Very Good. ". Furthermore, the recapitulation of data for response scores on the output of the implementation of education and training can be found through the majority of respondents as many as: 34 respondents or with a percentage of: 72.34%, which stated that the implementation of training on the principal's emotional intelligence with the category "Very Helpful" increases emotional intelligence in each implementation principal leadership duties. Model design obtained through education and training of school leadership, For recommendation of the name of the expert model of cultural expertise Nani Tuloli, Emotion intelligence research is the Dumhil Education and Training model, for local wisdom in Gorontalo it is called Damehilawo. So, to be more in- depth, the results of this study produce an innovation leadership model from Damhil himself. The leadership model from the results of this research is called DAMEHILAWO which means Discipline, active, motivated, effective, harmonious, initiative, foundation, reliable, insightful and original .

2. Reconstruction of Management Chart of Leadership Emotional Intelligence

Model Structure Reconstruction Management Chart Emotional Intelligence Principal Leadership ; through the Legal Foundation; that; each regional head gives authority to the school, through the principal to carry out school management in order to improve the emotional intelligence of the principal's leadership for the development of personality, attitude, integrity and others in improving the quality of education, the principal works academically, to be able to manage staff, wakasek, the school committee as an element of the school, as the functional position of the teacher, as well as the principal in addition to being a leader must also teach school elements in it; teachers, students and the environment in it.

Principals, with a legal basis and government policies, are required by the principal as a leader in the school, should be one step ahead of teachers and strive to improve their competence by constantly improving the realm of intellectual intelligence, emotional intelligence and spiritual intelligence in carrying out their duties.

Management Chart Structure Emotional Intelligence of Principal Leadership, graded design of Indicators; Principal's Emotional Intelligence: Self-awareness, self-management, empathy, motivation, building adaptive relationships and responsiveness to intellectual intelligence, emotional intelligence and spiritual intelligence.

The importance of the Principal's Emotional Intelligence Management Structure Model, as a grand design for the head of the education office who has the authority in the principal recruitment system, should not only pay attention to administrative requirements such as eligibility for rank and class, but also aspects of leadership capabilities.

For principals as leaders, they must be one step ahead of the teachers and strive to improve their competence by constantly improving the realm of intellectual intelligence, emotional intelligence and spiritual intelligence in carrying out their duties.

CONCLUSION

The result of the design product of the Naming Research Model Reconstruction Model of the Emotional Intelligence Training Model of the Principal of the Emotional Intelligence Model Design is Damhil: Dame Hilawo, based on the results of research studies by experts in the field of cultural expertise of Gorontalo as a load of local wisdom . The analysis of the research results of the Emotional Intelligence Model, in design through the philosophy of Trees. Trees are plants that describe shade, shade and coolness. The design of this model is a jambura tree which has a strong and strong trunk even when exposed to the wind, this symbolizes the strength of a soul that has emotional intelligence.

1. Dynamic: Moving fast full of passion and energy without conditions, and Integrity (words and deeds are appropriate).
2. Antispative: Respond to urgent problems and seek immediate solutions.
3. Morality: Ethical traits and attitudes, courtesy, honesty, fairness, fostering.
4. Green: Creating an atmosphere or atmosphere that is calm, pleasant, joyful (green nature with trees and grass).

5. Beautiful: The condition is pleasing to look at and feel, harmonious, neat, clean.
6. Sustainable: Long lasting condition, original or original, well ordered.

However, in depth, the results of this study produce an innovative leadership model from Damhil itself. The leadership model from the results of this research is called DAMEHILAWO which means Discipline, active, motivated, effective, harmonious, initiative, Gentle; (Soft nurture), Rely; insight, objective, foundation, mainstay, insight

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