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"Entrepreneurship on Global Economics Development in the Era of Society 5.0"

Leadership and Management in the Time Covid 19 : Case Study at State Elementary School**Erliyati Lubis^{1*}, Emilda Sulasmi²**¹Postgraduate Program Student, Universitas Muhammadiyah Sumatera Utara
Jl. Kapten Mukhtar Basri No. 3 Medan, Indonesia²Magister of Higher Education, Universitas Muhammadiyah Sumatera Utara*Email: erliyati@gmail.com**ABSTRACT**

A school is an organization in education in which there are principals, teachers, staff employees, students or students, school committees, and parents of students who work together to achieve a goal. The principal is someone who is given the task of leading the school and is responsible for achieving school goals. The principal is expected to be an innovative leader in the school. Therefore, the leadership quality of school heads is very important for the success of the school. The professional ability of the principal as an educational leader is to be responsible for creating a conducive teaching and learning situation so that teachers can carry out learning well and students can learn in peace. Leaders must be able to face and solve all the problems that exist in the world of education. Leaders must work together with their subordinates in solving all problems and obstacles that occur within the organization, namely the school.

Keywords: Leadership Implementation, Educational Organization

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INTRODUCTION

The quality of human resources has a strategic role in meeting the demands of national development in various fields and is closely related to the progress and prosperity of a nation. The only way to improve the quality of human resources is education. However, the problem is how to create qualified, noble and intelligent human beings according to national education goals. Meanwhile, along with the development of globalization, people are getting smarter and are currently very selective in choosing schools to meet the educational needs of their children, they choose quality schools and can produce graduates as expected. Therefore, schools as providers of educational services are required to continuously improve the quality of education in schools in a sustainable manner, otherwise enthusiasts will leave them.

Education is a conscious and planned effort in an ethical, systematic, intentional, and creative manner in which students develop their own potential, intelligence, self-control, and skills to make themselves useful in society. Education is the most important thing in one's life. Through education a person can be seen as respectable, have a good career and can act according to the prevailing norms. In the era of development, attention should be focused on the role of schools as "actors of change" and focus especially on changing people. In other words, the function of education is to change people in the desired direction.

Since Indonesia was attacked by an outbreak of the covid 19 disease, it caused a mass The Covid-19 pandemic has changed the pattern of education. Originally the teaching and learning process was carried out face to face, but now the teaching and learning process is carried out remotely by utilizing the internet network and information and communication technology (ICT). However, on the other hand, this has also encountered obstacles, for areas that experience problems with internet access and low economic levels of distance learning communities (PJJ) to do so. In addition, the teaching and learning process which requires direct practice also experiences obstacles. This is where a leader must think intelligently and precisely so that educational problems can be resolved.

It is well known that leadership in education management is needed because every institution or educational institution needs a leader figure. Educational leaders must welcome, appreciate, promote, and even initiate these changes themselves. Change will occur more easily in an environment where originality, creativity, innovation, and change are valued.

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METHOD

This study uses a qualitative method (case study) because this research seeks to explain the implementation of leadership in educational organizations at SD Negeri 024755

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Binjai. The research data was collected using the documentary method. The data analysis technique used is the data analysis technique model proposed by Miles and Huberman (1992). Miles and Huberman (1992) state that activities in qualitative data analysis include: (a) data collection, (b) data reduction, (c) data presentation, and (d) drawing conclusions and verification.

RESULT AND DISCUSSION

Leadership and Management of Principals The Pandemic

Leadership is the process of influencing the activities of an organized group toward achieving goals. In an organization or agency, the role of leadership is a very influential factor in creating work effectiveness, even now it can be said that the progress achieved and setbacks experienced by an agency are largely determined by the role and function of the leader, including in an educational institution. As is known that educational institutions are educational institutions, both formal, informal, and non-formal education to change individual behavior towards a better direction through interaction with the school environment. Organizing a quality educational institution certainly requires good management. As is known management is a process carried out to achieve an organizational goal by working in a team. Of course, the management needs to be implemented and development is needed. Management development is a program designed to increase the effectiveness of managers in current positions and prepare them for greater responsibilities in the future.

The role and function of the leader will be seen when he is given a series of tasks assigned to his subordinates so that there is a reciprocal relationship between the leader and his subordinates (leader function). According to principals, “there are 3 main leadership issues, namely how one becomes a leader, how the leader behaves, and what makes the leaders effective”. (Interview Result, KD-1)

To create a conducive climate in an organization that is orderly, smooth, and effective, inseparable from organizational management that is capable of producing an effective and productive organization, it is necessary to understand and apply the principles of quality improvement such as integration, a strategic system for stakeholder satisfaction (the role of and the community in educational organizations) involve administrators (supervisors) as well as other organizational elements in efforts to improve quality on an ongoing basis. To get a solid and quality education, it must start from a strong educational foundation. Education will not work if the foundation is not strong or intact. A solid educational foundation that reflects a strong educational institution. A strong and sturdy educational organization is an organization that can provide a clear meaning of education, can protect and influence, and can assist in the maturity of students. Education is an activity that directs students to inner growth so that they exist in an environment with various challenges and problems without having to depend on others. According to Crow that education is an experience that provides understanding or insight for students to develop.

An educational institution that cannot keep up with information and communication technology (ICT) will be forever left behind. Of course, it takes the efforts of a leader whose leadership is capable and makes a good and reliable manager to achieve the goals of educational institutions. In the implementation of education, good management is needed, where the management must be made by a leader who has the skills and expertise in organizing education. Leaders must be able to work together with their members, be it

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teachers, education staff, committees, and even parents of students to advance the school by common wishes and expectations.

Obstacles and Constraints in Education during the Covid-19 Pandemic

Since the Covid-19 case was announced by President Joko Widodo in early March 2020, Indonesia has been facing a pandemic. Many sectors of life were paralyzed, including the education sector. The state is obliged to find solutions for the continuity of education so that the learning process does not stop. Learning during this pandemic is carried out by distance learning (PJJ). Here the role of leaders in schools must be wise and intelligent in addressing the problems that are being faced. Leaders must invite teachers, education staff, school committees, and parents to deal with how students can learn to gain knowledge during the Covid-19 pandemic, so participants are made students learn from home with guidance from teachers and parents.

At the beginning of the pandemic, the medium used for online learning was WhatsApp (WA) because this application had the advantage of being relatively inexpensive in terms of internet quota usage and almost all students and parents could use it. The drawback is that WhatsApp group videos can only be attended by 4 students so they cannot be used for maximum direct learning. In addition, this application is also not effective as a place for student assignments so it is necessary to look for other alternatives. The obstacles faced are limited human resources, limited facilities and infrastructure such as laptops or cellphones owned by parents of students, difficulty accessing the internet, unstable electricity conditions, and limited internet quota that parents can provide. (Interview result, KD-4)

Some of the obstacles faced by teachers, parents and students during distance learning (PJJ) are (1) Teachers experience obstacles in PJJ and tend to focus on completing the curriculum; (2) learning time is reduced, so teachers cannot meet their teaching hours; (3) Teachers experience communication difficulties with parents as student guides at home; (4) Not all parents are willing and able to accompany their children to study at home because they have other responsibilities such as work affairs, household affairs, and so on; (5) Parents have difficulty understanding lessons and motivating children when accompanying them to study at home; (6) Students have difficulty concentrating on learning from home and complain about the many assignments of questions from the teacher; and (7) Increased feelings of stress and boredom due to continuous isolation at home have the potential to cause anxiety and depression for children, access to learning resources either due to problems with the range of electricity or the internet, as well as funds for access.

Learning from home is essentially not only to meet competency demands (KI and KD) in the curriculum, but to put more emphasis on developing character, noble character, Obadiah, and student independence. Teachers must be able to be more creative and innovative in presenting learning material and assigning assignments. to students, so that learning activities are realized that are more meaningful, inspiring, and fun so that students do not experience the saturation of learning from home. (Interview Result, KD-2)

In addition to the distance learning (PJJ) problems faced, there are also problems faced by teachers in learning, namely: (1) Student character; (2) Attitude and behavior; (3) Interests and talents; (4) Absorption of students; (5) Lack of student discipline; (6) Students are too passive; (7) Not calm in class; (8) Students' lack of self-confidence in their abilities; (9) Want to always get praise; and (10) Lack of courage and will.

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How to be a good and successful leader in education

A good leader is someone who learns from mistakes and never stops learning new things around him. This potential exists within each individual, depending on how the individual can explore this potential so that it can be implemented in everyday life, from attitude to being an inspiration to others.

However, is it only limited to that to become a leader? Certainly not! In addition, many leadership style strategies can be implemented, namely: (1) Bureaucratic Leadership; (2) Participatory Leadership; (3) Transactional Leadership; (4) Delegative Leadership; (5) Transformational Leadership; (6) Charismatic Leadership; (7) Autocratic Leadership; and (8) Servant Leadership. (Interview Result, KD-6)

To be a good leader must have several conditions, namely:

1. Leaders who have an attitude that is not "eccentric"

Being a leader means someone who will always interact with other people with various characteristics, both at work and outside of work. One of the most important judgments in a leader is about his ethics. That is why no matter how smart a leader is, he will not be seen as a good leader in the eyes of his subordinates if his ethics always deviate from the etiquette prevailing in the organization, from honesty, behavior, and courage to responsibility.

2. Leaders who are open to listening to other people's input and are critical

No one is perfect in this world, neither is a leader. Every idea and idea issued requires criticism and suggestions from others. But that does not mean that every input must be received raw. Need process carried out so that the input can be used as a material that can improve the quality of the ideas and ideas that have been communicated.

3. Leaders who have mutually beneficial relationships with others

People will always see what benefits are received by subordinates under one's leadership, whether in the form of material or knowledge that is beneficial to teachers. It will be difficult if a leader always provides information about ideas and ideas to teachers that only benefit them.

4. Leaders who have broad insight and never stop learning

Read lots of leadership books and other knowledge so that a leader's insight will be wider so that any communication that occurs between the leader and the school will always go well. The more open-minded a leader with other knowledge, the easier it is to find solutions to solve a problem.

5. Leaders who have high emotional intelligence

In the book "Leaders Eat Last" it has been stated that leaders will get higher respect if they can regulate emotional rhythms towards their subordinates, both in work matters and in personal life. Leaders must be smart and good at managing their emotions if there are actions of subordinates who violate the rules.

Implementation of Leadership in State Elementary School

Education management is a management process in carrying out educational tasks by utilizing all sources efficiently to achieve goals effectively. Interview result to principal “management education is a science that studies how to organize resources to achieve goals that have been set together. Education management is the process of planning, organizing, leading, and controlling educational staff, educational resources to achieve educational goals, educating the life of the nation, developing the whole human being, namely human beings who have faith, are devoted to God Almighty, have noble character, know, skills.

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physical and mental health, strong personality, independence, and responsible for society and the nation.

The objects or resources that are studied in educational management are: (1) Man (human) is the most important element that needs to be managed. Management is usually done by organizing people by looking at what that person's expertise is; (2) Money (money) is intended to manage funding or financing efficiently so that there is no waste in an educational institution; (3) Materials (materials) management of materials can then take the form of a curriculum that contains basic guidelines for transferring from teachers to students; (4) Method. The method used to teach teachers in one school as teachers in other schools is not the same because it depends on the readiness of the students being taught; (5) Machines (Machine) aim to be able to manage machines used to support the teaching and learning process so that can be used as well as possible, not quickly damaged; (6) Market is the community at large, the intended target is people who intend to send their children to school, and (7) Minut (time) needs to be managed properly because the learning time of students at school is very limited, so it needs good management so that teaching and learning time becomes efficient.

Meanwhile, the duties of the education manager are: (1) Increasing participation and concern for the community and school committees so that they can play an active role in education development; (2) Making breakthroughs in the field of education to be able to create professional human resources; and (3) Identify specific educational problems and efforts to overcome them.

School leaders who emphasize creativity, trust, and contribution to society as characteristics of entrepreneurial leadership are very much needed by a school organization. With entrepreneurial leadership, a school principal will be able to develop an organization in a more innovative direction by increasing creativity, trust, and cooperation with the community. Entrepreneurial leaders are leaders who are proactive in seeking and taking advantage of opportunities to achieve success and this shows that such leaders will bring about change in the organization. Towards being more adaptive in dealing with various environmental changes, also showing a future orientation to be dominant in successful leaders. This capability will enable the school organization to strengthen its internal integrity.

CONCLUSION

A leader is essentially someone who can influence the behavior of others in his work by using power. It is in his activities that the leader has the power to direct and influence his subordinates about the tasks that must be carried out. The types of leadership, in general, are personal leadership types, non-personal leadership types, authoritarian leadership types, democratic leadership types,

paternalistic leadership types, and leadership types according to talent. In addition to these types of leadership, some opinions put it into three types, namely: autocratic, democratic, and laissez-faire. The factors that influence the activities of leaders are personality, expectations, and behavior of superiors, characteristics, task requirements, organizational climate and policies, and expectations of peer behavior which furthermore states that these factors can influence the success of leaders in carrying out their activities.

The leader's duties in leadership include: exploring the needs of subordinates, realistic desires that can be achieved, and convincing subordinates about what is their duty and responsibility. A professional leader is a leader who understands his duties and

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obligations and can establish a good cooperative relationship with his subordinates to create a working atmosphere that makes subordinates feel safe, and secure, and have freedom in developing their ideas and ideas to achieve the common goals that have been set. Leaders must be able to protect their subordinates without favoritism so that misunderstandings with their members do not occur. Every problem that exists within the school organization must be discussed in deliberation to solve a problem.

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