

LEADERSHIP INFLUENCE TOWARD PROFESSIONALISM IN TEACHING AND LEARNING QUALITY AT IAIN RADEN INTAN BANDAR LAMPUNG

Abstract: This research was conducted at IAIN Raden Intan Bandar Lampung which is aimed at revealing the influence of leadership on the lecturers' professionalism and teaching-learning quality. The study uses a quantitative approach through descriptive correlation technique and regression by using parametric statistical analysis. The research findings show that the three hypothesis can be accepted as supported by empirical as following: 1) the influence of leadership upon lecturers' professionalism is 12.5%, with the strength low correlation as (0.354); 2) the leadership influence toward the learning quality is 0.81% with a low correlation strength i.e. 0.285; and 3) the lecturers' professionalism influence on learning quality is equal to 63.9%, with a strong correlation (0.799).

Keywords: Leadership, Lecturers, Learning Quality

A. The Background of the study

The chosen title of the study is the influence of leadership toward the lecturers' professionalism and the teaching-learning quality at IAIN Raden Intan Bandar Lampung based on the following premises:

From the institutional point of view, that:

- a. The main problem faced by Islamic Religious Colleges nowadays is not arrived at the two principal objectives of the higher education as being stipulated in Government Regulation No. 60 of 1999, namely (1) the problem of the quality graduates, (2) the contribution of Islamic Higher education in the development of Islamic religious sciences.¹
- b. The World Bank Report (1999) that the decline of the educational quality in Indonesia is due to the low level of leadership professionalism as educational manager in school

¹The report of subdit higher education cooperation and scientific publications. It is stated that Islamic Higher Education can be categorized not succeed. It can be seen through the amount number of Islamic College Graduates do not master Islamic disciplines programs.

as school manager and at higher education and an educational manager.

- c. IAIN Raden Intan Banda Lampung requires visionary, innovative, creative, iron discipline, diligent and resilient leader as well as having a high managerial performance to enhance the quality of IAIN Raden Intan in the times to come.
- d. To be qualified State Islamic Institute is indeed supported by many components including professors, administrative personnel, leadership, curriculum, and also adequate infrastructures. Of all the components, however, the lecturers are very strategic role in producing graduates quality. For this reason, the enhancement of human resources class at IAIN Raden Intan necessitates changes on the educational paradigm from every lecturer and all its components, especially the leaders through their various policies.
- e. Lecturer is a vital component, the prime shipper of the educational and teaching system which in due course influences the institutional output. Qualified and professional lecturers will impact the quality of the learning process and the output being produced.

From science point of view, that:

- a. Castetter (1996) said that in implementing the functions of human resource management in educational administration context, the leader plays an important role and strategic position in implementing the organization's performance.²
- b. The findings of Schuler and Susan (1996: 5) that the leaders who manage human resources effectively, has a high level of profitability, and showed there was a significant relationship between the productivity of the systematic integration on human resource management.³

²William B. Castetter, in his book *The Human Resource Function In Educational Administration*, see page 83. He discusses some functions and roles of a leader in an organization and institution.

³Schuler. Randall & Jackson E. Susan (1997). *Human Resource Man-*

- c. According to Fakry Gaffar (2006) that leadership should be able to give effect to move the discipline and professionalism of the lecturers. Leadership is seen as a form of education implementers who are able to shift educational goals be achieved effectively and efficiently.⁴
- d. According to Richard Miller in Kusumastuti Dyah (2001): Lecturer is a vital component, the prime delivery service of the educational system and teaching which ultimately affect the productivity of the college. Lecturer as one of quality assurance in the educational process is a professional teaching is required to have competencies to realize the performance standard quality, and then is expected to lead to the improvement of the quality of a higher education that carry out the educational quality and graduates.⁵

Based on the above two points of view being stated, it is important to carry out a study at IAIN Raden Intan Bandar Lampung related to the influence of leadership toward the lecturers' professionalism and educational. Therefore, the central problem of this research is: "To what extend a leadership influence the lecturers' professionalism and teaching-learning quality at IAIN Raden Intan Bandar Lampung?"

B. Problems of the Study

The specific main questions will be explained as follows:

1. Is there any positive and significant influence of the leadership on the lecturers' professionalism at IAIN Raden Intan Bandar Lampung?
2. Is there any positive and significant influence of the leadership

agemen Positioning for the 21 st Century.

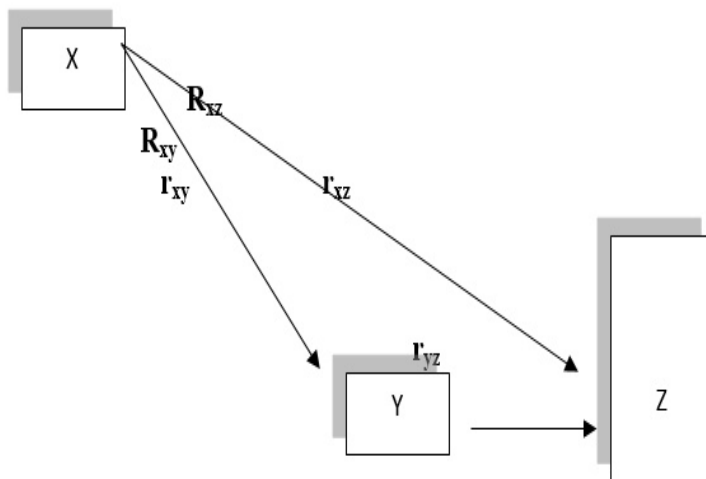
⁴Gaffar, Muhammad Fakry. (1984). *Perencanaan Pendidikan: Teori dan Metodologi*. Jakarta: Dirjen Dikti Depdiknas.

⁵Kusumastuti, Dyah. (2001). *Manajemen Sistem Pengembangan Sumberdaya Dosen sebagai Penjamin Mutu di Perguruan Tinggi*. Doctoral dissertation of Master Program UPI Bandung: not published.

on the teaching-learning quality at IAIN Raden Intan Bandar Lampung?

3. Is there any positive and significant influence of leadership on lecturers' professionalism toward the educational quality at IAIN Raden Intan Bandar Lampung?

Based on the background and the formulation being mentioned, the framework of the study is schematically as follows:



Explanation:

X : Leadership

Y : Lecturers Professionalism

Z : Teaching-learning Quality

Above variables, operationally defined as follows:

1. Leadership Variable (X)

The meaning of leadership is the process of influencing the activities of an organized group by using the power as a drive motor of all available sources and tools of the organizations towards the determination and achievements. The indicators of leadership among others: visionary, hardworking, persevering and steadfast, the nature service, and iron discipline.

2. Lecturers' Professionalism Variables (Y)

What is meant by the professionalism of the lecturers are all the qualities that characterize the performance of a professional in carrying out his or her profession as a lecturer at the university (faculty) with the following indicators: 1) Personality include; career, service concern, abide by the code of ethics, the pursue of a perfection result, keen and effective work. 2) Scientific covers; has the intellectual ability, implement the three main duty of the university, be able to carry out the activities. 3) Skills include; expertises, training in the office, have their own books, has a professional organization. 4) The authority include; authorities in planning and implementing the three main duty of the university, authorized to conduct assessment on the student, the competent authorities to control the low lecturers to foster the professional.

3. Quality of teaching-learning Variables (Z)

The quality of learning in the research is a learning process which imply the effectiveness or accuracy and efficiency of the total the factors or the elements that play role in a learning process as indicates: 1) The precision design of learning materials; 2) The length of time and the weight of teaching and learning; 3) Variations of teaching and learning strategies; 4) The frequency assignment / homework given; 5) The frequency of assessment / progress of student learning outcomes; 6) the use of appropriate media and learning resources; 7) The conducive learning climate (interactive, inspiring, fun, challenging, motivating learners to be actively participate); and 8) the appropriate valuation techniques.

C. The aims of the Research

The aim of the research is to find the empirical evidence of:

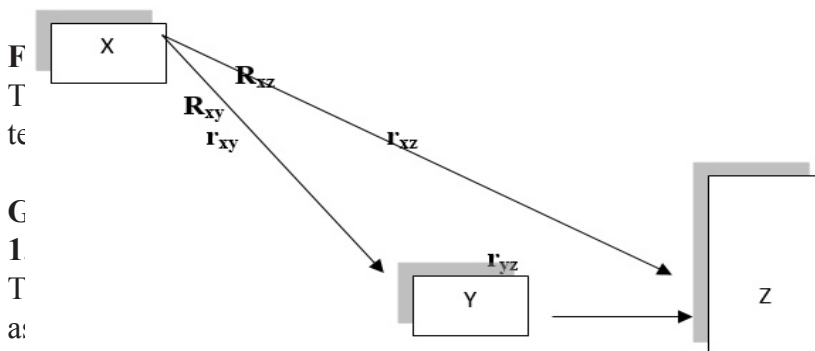
1. The leadership influence on the lecturers' professionalism at IAIN Raden Intan Banda Lampung.
2. Leadership influence on the teaching-learning quality at IAIN Raden Intan Banda
3. The lecturers' professionalism influences the teaching-learning quality.

D. Research Hypothesis

1. There is positive and significant influence of leadership toward lecturers' professionalism at IAIN Raden Intan Bandar Lampung.
2. There is positive and significant influence of leadership toward teaching-learning quality at IAIN Raden Intan Bandar Lampung.
3. There is positive and significant influence of lecturers' professionalism toward teaching-learning quality at IAIN Raden Intan Bandar Lampung.

E. Research Methodology

- Research Methodology: Descriptive method through quantitative approach.
- Population and Sample:
- The population of the research is all lecturers namely 212 lecturers. And the sample is 50% of the population, namely 106 lecturers.
- Source of the data (respondent): lecturers of IAIN Raden Intan Bandar Lampung
- The data collection technique: questionnaires be filled out by the lecturers.



- a. There is a significant influence of leadership on the professionalism of the lecturers that 12.5%, with the strength of the correlation is low (0354). It indicates the leadership

affects the lecturers' professionalism; however it is not optimal and maximal. The leadership means in this study are traits possessed by each element leader from the highest to lowest level. The development dimension of leadership includes visionary capability, hardworking, persevering and steadfast, the nature of service, and iron discipline. All these dimensions are traits of a leader in the college environment that enhance the lecturers' professionalism. Visionary dimension must be possessed by a leader in the college milieu. The leaders must have a clear vision in structuring and managing the college organizations. Leaders must be able to see the opportunities for the future, and bring higher education organizations be better. If the leadership does not have a clear vision, then the colleges that he leads will be left behind and lose in facing the increasingly fierce competition. Dimensional workhorse also must be presented by college leaders. Instead of working hard to advance the college leadership, college leaders should be able to affect every element involved in college to work as hard as he or she does. Through the perseverance and fortitude dimension, a leader must show work tenacity, steadfast in facing the problems, as well as rich of opinion. A leader should not give up easily but must be able to face all psychological pressure of the surrounding environment. In addition, it is no less important than leadership is quality of services. Leaders must instil the nature service to others, and not expect services. Leaders, who are not able to provide prima services, will not be able to motivate lecturers to be a professional. Another dimension of leadership is iron discipline. Leaders who have the iron discipline must be shown against time, compliance with the regulations, familiarize orderly life, and firm in making decisions. Leaders who do not have this discipline will affect the performance of professional lecturer.

- b. There is a significant influence of leadership in learning quality 0.81% with low correlation strength 0.285. Leadership influence learning quality is still relatively low, and needs to be improved. Learning quality is one indicator

of higher education qualities, and to realize the quality of learning needs support from various parties as top managers of educational institutions.

- c. There is a significant influence on the professionalism of the lecturers on the quality of learning by 63.9%, with a strong correlation (0799). Of the three variables studied, the effect of the learning quality of the lecturers' professionalism indicates the highest value. It shows that the quality of the lecturers who owned IAIN Raden Intan Bandar Lampung increased and gives a good impact on the improvement of the learning quality. The meaning of professionalism lecturers in this study is the physical and psychological capabilities of lecturers in the college of the three main duties of the colleges. The important dimension of professionalism is to develop lecturers' personality scientific, skills, and competence in performing tasks. Professional ability will induce the quality of learning.

2. Recommendations

Based on the findings, it is recommended that:

- a. To the decision makers within IAIN Raden Intan Bandar Lampung should pay attention to the policy and to the improvement of human resources, especially the increasing of the lecturers' professionalism.
- b. The leaders of IAIN Intan Bandar Lampung should start to apply a maximum working management for its entire academician.
- c. It is hoped that any working program of IAIN Raden Intan Bandar Lampung refers to the vision, mission and the objectives which have been formulated.
- d. Visions and missions not always to be changed along with the changes of its leader.
- e. To reach a qualified IAIN Raden Intan Bandar Lampung, it requires a mandate leadership management. Besides, it needs a visionary leader, exemplary commendable, having conceptual skills, high academic integrity, organizational integrity and a fair managerial skills without differentiating

the organization status background of the lecturers except on their qualities. In other words, it needs a possessed integrative leadership.

- f. It needs a Strategic Human Resource Management System (HRM). The data from Higher Education organization and Ministry of Religious Affairs show the distribution ratio on a number of students to the number of the lecturers in 2003 amongst Islamic College Institution indicates inequality. On the other hand, totally, the need for additional lecturers is till great demand for about 4000 people. Thus, the selective and proportional lecturers' recruitment must be carried out soon by IAIN Raden Intan Bandar Lampung. In addition, to face the rapid development of science and technology and the increasing market demand upon the qualified graduates, then, the improvement of human resources of the Islamic College Institutions through the master program can not be any longer delayed.
- g. To obtain the qualified teaching-learning, it needs infrastructures support/ adequate learning facilities. It is time now to have every class room provided LCD and security devices as well as other facilities to support the optimal and maximal the teaching-learning process.

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