

ABSTRAK

Muhamad Ridwan, 2022.03.001. Gaya Kepemimpinan Transformatif Kepala Madrasah dalam Meningkatkan Kualitas Kinerja dan Loyalitas Guru di MTs Al-Itqon Bogor.

Kepemimpinan kepala madrasah memiliki peran strategis dalam meningkatkan kualitas pendidikan. Namun, tantangan terkait kinerja dan loyalitas guru masih ditemukan, seperti variasi kualitas pembelajaran, beban administratif yang tinggi, serta komunikasi organisasi yang belum optimal. Permasalahan ini semakin kompleks karena kajian mengenai kepemimpinan transformatif dalam konteks madrasah berbasis nilai-nilai keislaman masih terbatas.

Penelitian ini bertujuan untuk mendeskripsikan penerapan gaya kepemimpinan transformatif kepala madrasah, menganalisis peranannya dalam meningkatkan kinerja dan loyalitas guru, serta mengidentifikasi faktor pendukung dan penghambat di MTs Al-Itqon Bogor. Penelitian ini menggunakan pendekatan kualitatif dengan metode studi kasus. Data dikumpulkan melalui wawancara semi-terstruktur, observasi, partisipasi pasif, dan dokumentasi, kemudian dianalisis menggunakan model interaktif Miles dan Huberman serta divalidasi melalui triangulasi.

Hasil penelitian menunjukkan bahwa kepala madrasah menerapkan empat dimensi kepemimpinan transformatif: *idealized influence*, *inspirational motivation*, *intellectual stimulation*, dan *individualized consideration*, yang terbukti mampu meningkatkan kinerja serta loyalitas guru. Faktor pendukung meliputi kerja sama tim dan dukungan yayasan, sedangkan faktor penghambat mencakup resistensi terhadap perubahan serta keterbatasan pelatihan. Secara keseluruhan, penelitian ini menegaskan bahwa integrasi kepemimpinan transformatif dalam konteks madrasah berhasil menjawab tantangan komunikasi dan beban kerja, sekaligus menjadi pemantik bagi penguatan mutu dan komitmen kultural para pendidik.

Kata Kunci: Kepemimpinan Transformatif, Kinerja Guru, Loyalitas Guru.

ABSTRACT

Muhamad Ridwan, 2022.03.001. *Transformative Leadership Style of Madrasah Principals in Improving the Quality of Teacher Performance and Loyalty at MTs Al-Itqon Bogor.*

The leadership of a madrasah principal plays a strategic role in improving educational quality. However, challenges related to teacher performance and loyalty persist, including variations in instructional quality, high administrative burdens, and suboptimal organizational communication. These issues are further compounded by the limited literature exploring transformative leadership within the context of Islamic value-based madrasahs.

Objective: This study aims to describe the implementation of the principal's transformative leadership style, analyze its role in enhancing teacher performance and loyalty, and identify the supporting and inhibiting factors at MTs Al-Itqon Bogor. Method: This study employed a qualitative approach with a case study design. Data were gathered through semi-structured interviews, passive participant observation, and documentation, then analyzed using the Miles and Huberman interactive model and validated through triangulation.

Findings: The results indicated that the principal implemented four dimensions of transformational leadership: idealized influence, inspirational motivation, intellectual stimulation, and individualized consideration, which effectively enhanced teacher performance and loyalty. Supporting factors included teamwork and foundation support, while inhibiting factors comprised resistance to change and limited training. Conclusion: Overall, this study confirms that the integration of transformational leadership within a madrasah context successfully addresses communication and workload challenges, while simultaneously serving as a catalyst for strengthening educators' quality and cultural commitment.

Keywords: *Transformative Leadership, Teacher Performance, Teacher Loyalty.*