

ABSTRACT

BAIHAQI, *The Influence of Leadership Style, Managerial Skills, and Participatory Decision Making for Madrasah Principals on the Performance of Madrasah Aliyah Negeri Teachers in Barito Kuala Regency*, 2021. Under the guidance of (I) Dr. H. Ahmad Salabi, M.Pd. and (II) Dr. H. Hamdan, M.Ag. Thesis in the Management Study Program of Islamic Education, Postgraduate Program at the State Islamic University (UIN) Antasari Banjarmasin.

Keywords: *Teacher Perform, Leadership Style, Managerial Skills, and Participatory Decision Making.*

The aims of study are: (1) To determine the effect of the leadership style of madrasah principals on the performance of Madrasah Aliyah Negeri teachers in Barito Kuala Regency; (2) To determine the effect of managerial skills of madrasah principals on the performance of Madrasah Aliyah Negeri teachers in Barito Kuala Regency, (3) To determine the effect of participatory decision making of madrasah principals on the performance of Madrasah Aliyah Negeri teachers in Barito Kuala Regency. (4) To determine the joint influence between the leadership style of madrasah principals, managerial skills of madrasah principals, and participatory decision making of madrasah principals on the performance of Madrasah Aliyah Negeri teachers in Barito Kuala Regency.

This type of research is *field research*, with a *quantitative* approach, which is an approach in which data analysis uses numerical form or numbers, either in the form of numbers or percent. The population is all teachers and principals of Madrasah Aliyah Negeri in Barito Kuala Regency with a population of 152 people. In this study, sampling was carried out by referring to the table for determining the number of samples of Isaac and Michael from a population of 160 people with a *significance level* of 5%. As many as 110 people were obtained as a sample, consisting of 105 teachers and 5 principals of Madrasah Aliyah Negeri in Barito Kuala Regency.

Data collection techniques in this study using a questionnaire and documentation study. There were 3 (three) questionnaires used, namely the leadership style of the principals of the madrasah, the managerial skills of the principals of the madrasah, and the principals participatory decision making. The questionnaire has been tested for *validity* and *reliability* using product moment *correlation and Alpha coefficient* from Cronbach. To determine the effect of the leadership style of the principals of madrasah, managerial skills of madrasah principals, and participatory decision making of madrasah principals on teacher performance, a regression analysis

was carried out using the SPSS 20 program and to determine the significance of the effects, the *F*-test was carried out.

The results showed that: (1) There is an influence of the leadership style of the principals of the madrasah on the performance of Madrasah Aliyah Negeri teachers in Barito Kuala Regency. (2) There is an effect of the influence of the managerial skills of madrasah principals on the performance of Madrasah Aliyah Negeri teachers in Barito Kuala Regency. (3) There is an effect of participatory decision making of madrasah principals on the performance of State Madrasah Aliyah teachers in Barito Kuala Regency. (4) There is a joint influence between the leadership style of madrasah principals, managerial skills of madrasah principals, and participatory decision making of madrasah principals on the performance of Madrasah Aliyah teachers in Barito Kuala District.

Thus it is suggested: (1) principals of Madrasah Aliyah Negeri in Barito Kuala Regency should adopt a leadership style that is more humanist, democratic, and able to adapt to the maturity of educators and educational staff. (2) principals of Madrasah Aliyah Negeri in Barito Kuala Regency should continue to improve their managerial abilities, especially those related to *human skills* because these skills are needed by madrasah principals to get the love and participation of all madrasah members. (3) Principals of Madrasah Aliyah Negeri in Barito Kuala Regency should always involve the active participation of teachers and other madrasah members in decision making, and create a harmonious institutional climate that can improve teacher performance. And (4) All Madrasah Aliyah Negeri teachers in Barito Kuala Regency should strive to provide the best service and achieve maximum performance.