

## **ABSTRAC**

*Tuhfah Ummu Hani: NIM 220101050072. The Transformational Leadership of the School Principal in Improving Teacher Work Motivation at SMA Negeri 1 Banjarmasin. Supervisor: Dr. Ahmad Salabi, M.Pd. Islamic Educational Management Study Program, Faculty of Tarbiyah and Teacher Training, UIN Antasari Banjarmasin. 2025.*

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*Transformational leadership of the school principal plays an important role in improving teachers' work motivation, as a leader is able to provide inspiration, direction, and support that impact teachers' enthusiasm and performance in carrying out their duties. The principal, as the driving force of the educational organization, is required to build positive relationships, set a good example, and create a conducive work environment so that teachers feel valued and motivated to work optimally.*

*This study employs a qualitative research method with a case study approach. Data were collected through in-depth interviews, observations, and documentation involving the principal, teachers, administrative staff, and students. The data analysis technique used the Miles and Huberman model, which includes data collection, data reduction, data display, and conclusion drawing. Meanwhile, the validity of the data was strengthened through source triangulation, technique triangulation, and theory triangulation.*

*The results of the study indicate that the transformational leadership of the principal in improving teachers' work motivation at SMAN 1 Banjarmasin is manifested through direct motivation, support for teachers' professional development, intensive communication, and the provision of rewards for outstanding teachers. The challenges faced include the limited time of the principal to provide optimal guidance and differences in motivation levels among teachers. Supporting factors include teachers' commitment to continuous improvement, harmonious working relationships, and a conducive school environment, which together create a work atmosphere that encourages teachers to continuously enhance their performance. The objectives of this study are: (1) to identify and describe the forms of transformational leadership of the principal in improving teachers' work motivation at SMA Negeri 1 Banjarmasin; and (2) to identify supporting factors that influence the improvement of teachers' work motivation through transformational leadership style.*