

## Strengthening Student Discipline Behavior Through The Implementation of Principal Policies in Banyumas Indonesia



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**ABSTRACT:** Student discipline behavior is one of the characters that is targeted in the development of Indonesian character. However, field facts show that there are still school with low levels of student discipline. In Banyumas, there are schools which has managed to do strengthening student discipline behavior through the implementation of the principal's policies, one of which is Vocational School Ma'arif NU 1 Ajibarang Banyumas Indonesia. This study aims to describe the implementation of the principal's policy in strengthening the disciplined behavior of students at Vocational School Ma'arif NU 1 Ajibarang with types of qualitative research that are descriptive. Data collection using interview techniques, observation and documentation as well as triangulation of techniques and sources as a test of data validity. Data analysis was carried out with the stages of data reduction, presentation and verification. The results of the study showed that strengthening student discipline behavior through the implementation of the principal's policy in Vocational School Ma'arif NU 1 Ajibarang is carried out by compiling student regulations, points or sanctions for students who violate and giving rewards for exemplary students. The policy is implemented through four stages of implementation policy, namely policy preparation, policy testing, policy implementation and evaluation policy.

**KEYWORDS:** Behavior, Discipline, Principal's policy, Rewards, Student.

### I. INTRODUCTION

Education is a conscious effort to design the development of human life who are independent and have a harmonious culture, namely by having noble morals and ethics, profession Which based on knowledge knowledge, technology and art appropriate use as well as have creativity so that it can bring a better life. Education is not only seen as means in prepare life which will come, will but also as life Which experienced now by individual in its development going to on level maturity. Function education according to act National Education System 2003 that is develop ability, to form character civilization nation which dignified in frame to make smart life nation, which has the aim of developing the potential of students to become human beings who have faith are devoted to God Almighty, have noble character, are healthy, knowledgeable, capable, creative, independent as well as become inhabitant country which democratic and responsible answer from educate yourself which determines which way learners brought.

In essence, education is a conscious effort to develop personality as well as ability somebody which can done through track formal education and also non formal. From education, man can change behavior in demand as well as can develop his abilities with the aim of realizing a better life in the future. Efforts to achieve educational goals in schools can be implemented through discipline. School have not quite enough answer in to form discipline student with objective so that student have behavior discipline in accordance hope, school must have rule or norm Which must obeyed with objective to form and embedded character discipline in himself. So, from that the need school policy which superior and of course can implemented.

According to Poerwadarminta as written by Rusdiana, policy comes from the word wise which means clever, skilled, and always using common sense. Thus, the policy namely intelligence or skill. Policy is a series of concepts and principles made into line base in carry out work, leadership, method act by government, organizations, and others which are used as statements of ideals, goals, and principles as guidelines for management in achieving targets. School policy formulators that is head school. Head school is organization leader in school. School is Wrong One institution education Which have task develop character values, namely honesty, openness, tolerance, wisdom, self-discipline, usefulness, mutual help, love Darling, courage, And values democracy Which is mark character. Of the many character values that need to be instilled, self-discipline is one of the values. important

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character to develop. Discipline is an action by showing orderly behavior and compliance with regulations. The word discipline has the following meanings, among others: punish, train, and develop control self.

In this era, there is student which level his discipline very low. However, there are schools that try to improve student discipline through principal policies schools, including Vocational School Ma'arif NU 1 Ajibarang. As with the policies implemented principal in improving student discipline at Vocational School Ma'arif NU 1 Ajibarang. From the data preliminary information was obtained that the policy of the principal of Vocational School Ma'arif NU 1 Ajibarang in effort to discipline student namely with make rule or order orderly, card points or sanctions and giving rewards. Vocational School Ma'arif NU 1 Ajibarang tries to implement student discipline by effort create generation young which characterful, moral, believe, achieve with behave discipline in their daily behavior. The implementation of student discipline policies is implemented through development self that is with enter mark character in activity ceremony flags, the habit of greeting every morning between teachers and students, class duty, reading letters short letter before lesson and tahlil every Friday before learning, habituation dhuha prayer, dzuhur prayer in congregation, attendance using the number of prayers, memorizing juz 'ama, extracurricular activities, discipline implemented in class, and so on.

From the results the initial findings above found the fact that the level of late attendance of students at Vocational School Ma'arif NU 1 Ajibarang is classified as low. In other words, this can at least be one indicator of the high level of to discipline students of Vocational School Ma'arif NU 1 Ajibarang. This study aims to describe the pattern of strengthening student disciplinary behavior through the implementation of the principal's policy at Vocational School Ma'arif NU 1 Ajibarang.

## II. RESEARCH METHODS

This study is type qualitative which is descriptive in nature. This research was conducted at Vocational School Ma'arif NU 1 Ajibarang Banyumas Indonesia. The subject of this research is head, deputy head of student affairs, teachers and students of Vocational School Ma'arif NU 1 Ajibarang. As for the objects in this study is the strengthening of student discipline behavior through the implementation of the principal's policy. To obtain data, interview techniques were used, observation and documentation and triangulation of techniques and sources as data validity testing techniques . The data that has been obtained is then analyzed using the data analysis technique approach offered by Miles and Huberman, which includes data reduction, data display, and verification.

## III. RESULT AND DISCUSSIONS

Below are presented the findings and analysis of strengthening student discipline behavior through implementation policy head school at Vocational School Ma'arif NU 1 Ajibarang, as follows:

### ***Rules of Procedure Policy for Strengthening Student Disciplinary Behavior at Vocational School Ma'arif NU 1 Ajibarang***

Democratic leadership style is a leadership style in which there is coordination work all subordinate with emphasis flavor not quite enough answer internal and work the same good. The strength of democratic leadership does not lie in the person or individual leader, will but his strength precisely located participation active from every member group (Nursam, 2020) . The principal of Vocational School Ma'arif NU 1 Ajibarang always provides guidance and encouragement to subordinate which efficient use for applying discipline to student with coloboration. The rules and regulations in the school apply to all school residents to be obeyed and must fair not to discriminate between one the same other, so from that implementation order orderly is of a nature fair for all citizens school.

Preparation implementation policy related discipline student in Vocational School Ma'arif NU 1 Ajibarang implemented meeting every end year lesson or mid with involving from head school, student affairs vice principal and teachers. In addition, the school also involves students' guardians in matters order orderly with implemented meeting with guardian student every beginning year lesson. Van Meter And Van Horn in Encep Syarief Nurdin (2019) state that which influence process implementation policy wrong the only one size standard and objective policy. As in the preparation of the implementation of disciplinary policies, schools involve head school, vice principal for student affairs and teachers.

One of the principal's efforts in implementing student discipline policies through implementation order orderly. The existence of implementation order orderly in school can seen from how students obey the rules at school and discipline in order to be able to control their daily attitudes and behavior. If students can obey the rules and regulations in the school every day then it can be said that it is orderly and disciplined. Conversely, if there are students which no obedient and no obey then the rules no orderly and disciplined.

The implementation of student discipline at Vocational School Ma'arif NU 1 Ajibarang is carried out through various activity between other activity reception student (shake hands) morning day, activity ceremony flag, learning in class, extracurricular and

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habits in build student discipline character with attendance using the number of prayers, habituation of Dhuha prayer congregational prayer followed by tahlil and istighosah, congregational Dzuhur prayer and study of the Safinah book, memorization volume 'mother, activity warning big day, study the book of mar'atus may Allah bless you.

In activity observation researcher see wrong one example implementation discipline in school that is activity reception student (shake hands) on morning day by teacher and representative organization scheduled students. This activity has become a routine every morning where in handshake activities for teachers and organizational representative officers to check the completeness of the attributes charged by student and mismatch student in get dressed. All student part big have complied with existing regulations, both in terms of completeness and neatness, starting from uniforms, hair, for women are required use cap in hooded etc.

The rules and regulations in a school are a set of regulations that must be obeyed by students. All students for the sake of smooth learning process and with the existence of student regulations can life discipline. Head school enter picket class to in order orderly which must obeyed, because with environment which clean student also can study with safe, comfortable and peaceful and stick slogans related to cleanliness. As Didi stated Hariyanto said that at the end of the learning process, students who are on duty are required to carry out the following duties: Class duty includes sweeping, cleaning desk drawers, turning off all learning facilities both TV/LCD, fan/AC, lights etc. Before leaving the classroom all students tidy up the chairs by placing them on the table then shake hands (say goodbye) with the parents teacher.

In addition, the principal includes a disciplined character in extracurricular activities. Instilling discipline in students is very important in developing morals in students. so that own guidelines which clear and real. Getting used to it discipline every day on student will can have a positive impact on students, so that it will stimulate them more quickly in himself that discipline is an important thing to apply in life everyday.

Discipline is very important and very much needed for every student. Discipline becomes one of the prerequisites in forming behavior, attitudes and a disciplined way of life which will later lead students to achieve success in learning and in the future will be very useful when in world of work. Discipline is very important and very much needed for every student. Discipline is one of the one prerequisite in the formation of behavior, attitudes and a disciplined way of life later will deliver student for to achieve success in study and later very useful when in the world of work. According to the policy implemented at Vocational School Ma'arif NU 1 Ajibarang to build character discipline student, school does habituation as following:

*First*, absence use amount prayer education character no only grow intelligence intellectual will but have emotional and spiritual intelligence and have a characterful personality by always trying to maintain his/her development by improving his/her quality faith and morals. Prayer 5 time is prayer which must do it by all over people Islam. So Vocational School Ma'arif NU 1 Ajibarang applies absence use prayer, because besides praying 5 time is worship which must done, students have not quite enough answer for worship appropriate time. *Second*, habituation prayer dhuha congregation followed by tahlil and ask for forgiveness Dhuha prayer is a sunnah prayer that is recommended to be performed. Therefore, Vocational School Ma'arif NU 1 Ajibarang implements the habit of performing Dhuha prayers with the aim of being able to improve religious attitudes in students. Through the habit of praying Dhuha, students can increase attitude not quite enough answer because program habituation shat dhuha. This is program which must done by all students. *Third*, prayer midday congregation and study book Safinah Prayer midday congregation become wrong one habituation which done by vocational school ma'arif nu 1 the good to make student discipline in implementing prayer fadhu. By performing regular prayers, it can have an impact on a person's discipline. By doing work and the better a person is in praying, the better the level of discipline is also getting better both in worship and outside of business. worship. *Fourth*, memorization letter volume 'amma Head school do habituation memorization volume 'amma in to plant mark religious. In implement memorization volume 'amma school. Head school implement memorization letter juz 'amma not only to student will but also to the teacher. *Fifth*, activity warning big day Islam Islamic holidays are annual celebrations to commemorate an event that commemorated by Muslims throughout the world. Vocational School Ma'arif NU 1 Ajibarang in commemorate the day big Islam with carry out various various activities. *Sixth*, study book Mar'atus study book mar'atus already become routine every day Friday which applied to female students. As explained by Agus Waluyo as the deputy head of student affairs said that every Friday at 11 o'clock during Friday prayers a study was held Mar'atus Sholihah book especially for girls, taught by religious teachers and their nature general.

Evaluation policy order orderly for increasing behavior discipline student in Vocational School Ma'arif NU 1 Ajibarang through a management review conducted at the end of each year. At the end of each year year to hold a management review. Management review is an activity to review all activities that exist include matters of discipline, student affairs and so on. So everyone is involved in in guarantor answer this, because order orderly even evaluated at the end year so that insert from student affairs, BK, Teacher, chairman major and troops security school that always. So that, all over element contribute in matter discipline. So management

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review that wrong one of them collects suggestions, opinions, input all components. Consistency of discipline must have strong motivation for students to behave in accordance with the rules enforced. The implementation of rules that must be obeyed by students at school will form in self child flavor respect and obedient. So the result will a little child do violation.

Evaluation policy order orderly to increase behavior discipline student in Vocational School Ma'arif NU 1 Ajibarang is carried out by determining success indicators and implementing act carry on policy discipline student. Process evaluation on order orderly done through management review which implemented on the end year. Then deputy head of student affairs, guidance and counseling, teacher, chairman major and troops security school t give opinion order orderly which already implemented in the previous year and provide input for the rules that will be implemented in year which will come so that keep going improved.

The success or failure of the rules regarding student discipline can be done through monitoring both from the principal, vice principal for student affairs, guidance and counseling and teachers on student behavior. Impact existence implementation order orderly to student show existence progress Which significant can judge from time discipline, students can be on time in studying which includes from the beginning coming to school until leaving school. The key to the success of the discipline policy is to improve behavior discipline child in Vocational School Ma'arif NU 1 Ajibarang is on head school, waka student affairs, guidance and counseling and teachers in provide an example for students.

### ***Implementation of Point System and Sanction Policy for Strengthening Student Disciplinary Behavior at Vocational School Ma'arif NU 1 Ajibarang***

The existence of points and sanctions at Vocational School Ma'arif NU 1 Ajibarang is a form of reprimand and coaching from the principal and teachers to deal with problematic students. The purpose of giving points and sanctions to students is to discipline children and make students aware so that they are deterred from repeating behavior that violates the rules applies in schools. Furthermore, in preparing the violation point policy at Vocational School Ma'arif NU 1 Ajibarang holds a meeting every morning with the vice principal for student affairs and teachers before starting learning.

Giving point and sanctions in school aiming to awaken, give coaching so that all students can obey the good rules and regulations as applied in school. The punishment given by the vice principal for student affairs to students who violate the rules of order in schools were obtained by researchers through observation results that during activities pick up student (shake hands) morning day seen there is student Vocational School Ma'arif NU 1 Ajibarang got punished to clean the bathroom because the students were late to school, besides seeing students being reprimanded for not wearing the appropriate attributes complete moment go to school as well as use accessories which forbidden by school.

Disciplined behavior is an attitude of obeying the rules. By instilling this attitude discipline in students, then learning activities will be more orderly and more focused and will grow results which positive. Attitude discipline student can implemented with various method, wrong the only one with through implementation point and sanctions with do raid incidental at Vocational School Ma'arif NU 1 Ajibarang. Maman Rachman was quoted by Ika Ernawati (2016) as saying that objective discipline school that is give support use realization behavior which does not deviate, encourages students to do good and right things, support students to understand, adapt to environmental demands and be able to can stay away from things that are rules or prohibited by the school. Teachers at Vocational School Ma'arif NU 1 Ajibarang consistent give directions if student deviate and give punishment so that student can feel effect deterrent which applied with fair and firm for kindness and student progress.

The guidance and counseling and student affairs teachers always monitor the atmosphere during the learning process. Beginning learning absent use amount prayer, if his prayer not full there is teacher which punish by reading qunut, suratan and singing in front of friends. In addition, if you don't join the scouting extracurricular activities, there are points so you have to join and during the morning assembly if there are any which noisy can reprimand from teacher and ordered go out line. Implementation point and sanctions also from the teacher during class learning, the teacher always reminds if someone is noisy if very two time already reminded still just new student issued. Related task, if student did not reprimanded formerly asked the reason, but if already reminded 3 time still violate direct get points 25.

Implementation policy and sanctions in frame discipline student in Vocational School Ma'arif NU 1 Ajibarang which was given by the implementers, namely the principal, vice principal for student affairs, teacher guidance and counseling and teacher of class that is student which late leave school get point and given sanctions for cleaning the school environment and running around the school yard, making noisy when morning roll call or a ceremony is being held, the sanction is leaving the line and make your own line, don't do the task get points, teacher expel students if the learning process is busy with itself, and the rules are violated by other students, the mandatory extracurricular scouting, if you don't take part you will get points, you don't get wearing a sports uniform is subject to sanctions such as circling the field and so on. Head posture school, waka student affairs, teacher of guidance

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and counseling, and class teacher the show that order orderly or regulation which set already firm and if order not be obeyed student will to obtain the consequences are direct good in the form of warnings, sanctions and points.

Evaluation of the points and sanctions policy at Vocational School Ma'arif NU 1 Ajibarang, namely holding progress report or meeting annual every beginning semester with head school, waka student affairs, guidance and counseling by formulating violations then through progress reports or annual meeting involving the principal, vice principal for student affairs and special staff for handling student discipline, WMM (quality management representative), and guidance and counseling to discuss issues problems or violations that occur to students. This is in accordance with Van Meter's theory and Van Horn as quoted by Encep Syarief Nurdin in process implementation policy one of them requires the characteristics or traits of the implementer. Where the policy will be implemented requires strict policy implementation. Routine SOPs are designed to specific situations in the past may hinder changes in policy because they are not according to the situation or program new.

Vocational School Ma'arif NU 1 Ajibarang in progress report activities or annual meetings related to points and sanctions which in the discussion discuss the good things that have been done executed. Besides that also discuss existence difficulty and lack in implementation point and sanctions on student discipline for which corrective measures need to be taken. Therefore, at the beginning of the semester a comprehensive evaluation was held to look at what had been achieved and also things which become difficulty and need no whether there is which need existence addition, reduction and change. There are points and sanctions applied in schools to to plant discipline on student which dominant on characteristic democratic that discipline which applied and developed with explanations, discussions, and reasoning so that students understand the importance of disciplined behavior that is expected or approved by the school. With the existence of the application of points and sanctions at Vocational School Ma'arif NU 1 Ajibarang students become independent and responsible answer as a student so that student will more focus study and achieve to achieve ideals supported by the principal, vice principal for student affairs and special staff for handling student discipline, WMM (quality management representative), and guidance and counseling so that environment become conducive.

### ***Reward System Policy for Strengthening Student Disciplinary Behavior at SMK Ma'arif NU 1 Ajibarang***

Rewards or awards at school are an important thing to pay attention for school to applied in process learning every day. rewards or award which given to students can foster learning motivation and increase self-confidence themselves. in this case, the principal is about preparing rewards in an effort student discipline at Vocational School Ma'arif NU 1 Ajibarang school awards budget in RKS up to one hundred children are free of UKT every month which aims to provide appreciation to they whatever the achievement whatever we budget each month.

Van Meter and Horn (2020) said that things that can influence the policy implementation process wrong the only one that is size standard and objective policy. In measure performance policy implementation certainly confirms certain standards and targets that must be achieved. By policy implementers, policy performance is basically an assessment of the level of achievement of the standards and targets. According to Elizabeth B. Hurlock quoted by Hilyati Fadhilah, Syahnar and Megaiswari Biran Asnah (2018) stated that the factors that influence discipline is one of the teacher's attitudes. The relationship that occurs between teachers and students will very influential on discipline student. Student what we can be certain of is will feel like if teacher be kind to them. Teachers at Vocational School Ma'arif NU 1 Ajibarang are very attentive all student, with thus student can reach performance which good and teacher certain give award to student for appreciate so that they keep going maintain and increase his achievements.

Implementation of reward policy in the context of student discipline at Vocational School Ma'arif NU 1 Ajibarang that is more lots in the form of saying happy, praise, uplose and and so on which appreciate all students. However, material prizes are given to students as well as prizes such as free tuition from school during certain events and rewards every friday for students who leave early. In addition, items such as headsets, glasses, t-shirts from one of teacher class moment PTS and also increase class for which get mark highest in class, present in the form of snacking for child which leave most beginning on day friday, words oral good from head school, deputy student affairs, guidance and counseling teacher, teacher class.

Evaluation policy giving reward for increasing discipline student in Vocational School Ma'arif NU 1 Ajibarang is carried out through management review on end years together with problem order orderly. School in stage meeting annual prepare And budgeting quota of 100 free tuition fees every month. Rewards for students who excel have been given running under the leadership of the principal for this period. In addition, the provision of rewards in the form of prizes are also given to students who are disciplined in going to school early on the day. Friday and other rewards given by the teacher in class. In addition to the implementation of rules, the application of points and sanctions, giving rewards can also provide encouragement and motivation change action which more good, regular, diligent and furthermore matter that will bring consequence which good also on results study student.

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Van Meter and Van Horn as quoted by Encep Syarief Nurdin stated that in process implementation policy wrong the only one need source power policy. Humans are important resources in determining success in a implementation policy, besides that source power financial also is matter which important which can to smoothen implementation policy. The existence of implementation of rules, points and sanctions and the existence of rewards at Vocational School Ma'arif NU 1 Ajibarang results in better learning outcomes such as students implementing obedience and compliance in all aspects of life, including learning, time management learning that influences student learning achievement. From the findings above, it can be seen that evaluation policy in accordance with opinion Elijah Yulia that is evaluation policy done after existence implementation policy with objective to make evaluation a program. Results study show that head school stage meeting annual for evaluate so far where policy Which has run and forwarded in year which will come so that keep going improved.

From various findings related with policy implementation head school in development behavior discipline student in Vocational School Ma'arif NU 1 Ajibarang found fact that the level of student discipline at Vocational School Ma'arif NU 1 Ajibarang can be said to be high. The findings that shows that there is significant progress that can be seen from the time discipline, namely students can appropriate time in study which encompassing from beginning come until go home school and can be seen from the discipline of actions, namely students can obey the rules at school, students be enthusiastic and regular in studying so that students achieve and can focus on studying to achieve his ideals.

SWOT analysis is a combination of internal assessments, namely strengths and weakness as well as evaluation in a way external namely opportunity and threat. Analysis SWOT will help in making strategy for more understand how change weakness become strength with utilise opportunity which there is and change threat become opportunity with using the strengths of the company/institution. SWOT analysis in the program development of student discipline at Vocational School Ma'arif NU 1 Ajibarang that the strength that owned that is coaching discipline student entered in various activity which developed by the principal, the presence of a homeroom teacher to facilitate coordination with principal related to student discipline, extracurricular activities at school are effective with human resources operational which adequate to increase presentation student in accordance with talent, ask for as well as creativity, head school responsible answer on financing discipline student. As for his weakness that is not quite enough answer guardian class and also teacher to coaching discipline student still there is not yet optimal so that it has an impact to student.

Temporary opportunity which owned that is interest parent for send to school his son to Vocational School Ma'arif NU 1 Ajibarang so that it can be fostered and guided in improving discipline in children, namely with the many habits that can discipline children and the rules that are enforced are consistent and firm, support from student guardians to work together with school in coaching discipline student, program coaching discipline student which very support development character child, ability as well as interest and talent student. Whereas threat that is influence negative child which new enter school which previously no balanced with coaching discipline which good, still existence parent which no accept will sanctions or punishments which in give school to his son.

#### IV. CONCLUSIONS

From results various findings as explained previously show that policy Head Vocational School Ma'arif NU 1 Ajibarang in strengthening student discipline behavior is implemented through three policies, namely governance student discipline, point system and sanctions and through giving rewards. As for in implementation policy this is implemented through the stages of policy preparation and evaluations policy, policy implementation and policy evaluation which is already running consistently and systematically.

*First*, preparation policy already planned with good. Where in preparation policy, the principal holds a meeting at the end of each school year or in the middle with involving the principal, vice principal for student affairs and teachers, holding a meeting at the start of the school year with guardian student in matter order orderly, stick point violation on board announcement every class, done briefing every morning together waka student affairs and all over teacher before implementing the learning process and preparing rewards in the form of greetings, gifts, awards in the form of free tuition in order to improve discipline student. At the trial and evaluation stage of the policy, the principal applies the rules first. First, to the teacher, the teacher exemplifies good habits so that students can follow them, hold a meeting once a month for the purpose of a progress report involving the homeroom teacher, student affairs team and guidance and counseling teacher, and the principal gives rewards to students who achieve good academic and non-academic achievements in the form of free tuition fees and prizes which have discipline tall good.

*Second*, implementation policy, head school enter to in activities and extracurricular activities to foster a sense of discipline in students and build student discipline character, points and sanctions are given to students who violate the rules or regulation

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school, giving reward given to student in the form of saying happy, praise, uplose, prizes and tuition exemptions to appreciate all students because awards have value educative which important for students behave well.

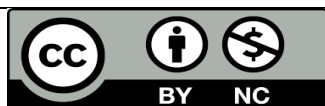
*Third*, evaluation policy, head school do management review which held at the end of the year with the vice principal for student affairs, guidance and counseling, teachers, heads of departments and troops security school with review order orderly which already run year previously and provide input for the rules and regulations that will be implemented in the coming year so that they continue improved, do progress report or meeting annual with involving head school, waka student affairs and staff special handling discipline student, WMM (representative management quality), and guidance and counseling to discuss problems or violations that occur to students, carry out management reviews which is carried out at the end of the year along with the issue of rules and regulations. In addition, rewards in the form of prizes are also given to students who are disciplined in going to school early on Friday and other rewards that is given by teacher in class.

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