

ABSTRAK

PRAKTIK KEPEMIMPINAN OTENTIK (*AUTHENTIC LEADERSHIP*) KEPALA SEKOLAH DI SMP NEGERI X BANDAR LAMPUNG

Oleh

DWI RAMADANI PRASTIANINGSIH

Penelitian ini bertujuan untuk menggali dan menganalisis pengalaman hidup (*lived experience*) kepemimpinan otentik (*authentic leadership*) kepala sekolah di SMP Negeri X Bandar Lampung, khususnya ditinjau dari empat dimensi kepemimpinan otentik, yaitu *self-awareness* (kesadaran diri), *internalized moral perspective* (nilai moral yang tertanam), *balanced processing* (objektivitas dalam pengambilan keputusan), dan *relational transparency* (transparansi dalam hubungan sosial). Penelitian ini menggunakan metode kualitatif dengan pendekatan fenomenologi. Teknik pengumpulan data dilakukan melalui wawancara mendalam dan observasi. Partisipan penelitian terdiri dari beberapa guru. Analisis data dilakukan melalui tahapan reduksi data, penyajian data, dan penarikan kesimpulan, serta diuji keabsahannya melalui triangulasi sumber. Hasil penelitian menunjukkan bahwa kepala sekolah telah menerapkan praktik kepemimpinan otentik secara konsisten. Pada dimensi *self-awareness*, kepala sekolah menunjukkan sikap reflektif, keterbukaan terhadap kritik, serta kemampuan mengenali kekuatan dan keterbatasan diri. Pada dimensi *internalized moral perspective*, kepala sekolah menjunjung tinggi nilai kejujuran, keadilan, tanggung jawab, dan profesionalisme dalam setiap pengambilan keputusan, meskipun menghadapi tekanan eksternal. Dimensi *balanced processing* tercermin dari pengambilan keputusan yang objektif, partisipatif, dan berbasis pertimbangan yang matang. Sementara itu, dimensi *relational transparency* tampak melalui komunikasi yang terbuka, konsistensi antara ucapan dan tindakan, serta keberanian mengakui kesalahan. Secara keseluruhan, praktik kepemimpinan otentik kepala sekolah berkontribusi dalam membangun budaya sekolah yang berintegritas, partisipatif, dan kondusif bagi peningkatan kualitas pendidikan.

Kata kunci: kepemimpinan otentik, budaya sekolah, kepemimpinan pendidikan

ABSTRACT

PRACTICE OF AUTHENTIC LEADERSHIP BY SCHOOL PRINCIPALS AT SMP NEGERI X BANDAR LAMPUNG

By

DWI RAMADANI PRASTIANINGSIH

This study aims to explore and analyze the lived experiences of authentic leadership among school principals at SMP Negeri X Bandar Lampung, specifically examining it thru the lens of four dimensions of authentic leadership: self-awareness, internalized moral perspective, balanced processing, and relational transparency. This research uses a qualitative method with a phenomenological approach. Data collection techniques were carried out thru in-depth interviews and observation. The research participants consisted of several teachers. Data analysis was conducted thru the stages of data reduction, data presentation, and drawing conclusions, and its validity was tested thru source triangulation. The research findings indicate that the principal has consistently implemented authentic leadership practices. In the self-awareness dimension, the principal demonstrates a reflective attitude, openness to criticism, and the ability to recognize their own strengths and limitations. In the internalized moral perspective dimension, the principal upholds the values of honesty, fairness, responsibility, and professionalism in every decision-making process, even when facing external pressure. The dimension of balanced processing is reflected in objective, participatory decision-making based on careful consideration. Meanwhile, the relational transparency dimension is evident thru open communication, consistency between words and actions, and the courage to admit mistakes. Overall, the principal's authentic leadership practices contribute to building a school culture that is integrated, participatory, and conducive to improving the quality of education.

Keywords: authentic leadership, school culture, educational leadership