

ANALITICAL ABILITY TO BECOME WOMEN TEACHERS LEADERS IN SCHOOL

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ABSTRACT

Leadership in an organization is fundamental to the administration and development patterns of the organization. Characteristics found in a leadership in this will influence the course of an organization in achieving the goals set. This study was conducted to determine the ability of women to become leaders in school.

Keywords: Development, ability to lead.

INTRODUCTION

"Women are pillars of the country. When good girl then let the country and damaged women when it is diseased country" (Hadith)

First the women looked very low in anywhere either in the west or east, including in Malaysia as well. Women are considered only as developer's race and is only entitled to keep the children and sat in the kitchen cooking only.

Nowadays, all the myths that have been changed completely, there are many women who had dared to take up the challenge and take risks to pursue careers that were previously monopolized by men only, for example in defense, security, engineering and other fields that require physical strength and high mental level through to senior management in various organizations including schools.

Scenario that exists in the teaching profession in Malaysia today is the number of female teachers and principals have exceeded the number of women teachers and the principal men of men. As a female principal in a school often face Dualism in the workload, both as a principal in the school and have the duties and responsibilities of the family (Boris-Schacter & Langer 2003). Their ability to carry out the task of leadership in schools may be doubted by inferior teachers, especially male teachers. These uncertainties will affect the trust and cooperation. In addition, women principals are also confronted with personal challenges, which expectation community of women leaders who are associated with caring (Boris-Schacter & Langer 2003). But as leaders, principal's women also remain liable to bring change and progress for the school under his leadership.

Methodology

This is a descriptive analysis of documents in which various forms of information used for the collection and comparison information for research. This includes past studies, newspapers and scholarly book.

FINDINGS AND DISCUSSION

The study conducted by Hassan Hushin & Normala Shamsuddin (2008) has provided new information on the ability of women teachers in conducting his duties as a school leaders. Proven that the majority of women teachers' ability to balance the leadership approach between structures of duties tirnbang taste. In many cases of women teachers can act as the implementing policies and good planning and effective. Maternal instinct caused him

to be able to act as a motivational advice and encouragement to teachers under his administration. Nature of women teachers who are detailed in the discharge causes the score for task leadership style structure of higher than sympathy.

Unlike the study conducted by Ramli & Jamaliah Norhannan Hamid (2006) showed that female principals more emphasis on teacher discipline supervision from doing observations and instructional leadership as well as teaching in schools.

Findings confirmed the women's leadership is satisfactory and more prone to structural work style, and style of leadership has a significant correlation, but poor motivation of teachers.

Women leaders in these schools tend to adopt the leadership style of the task structure oriented compared with oriented to considerate leadership style. The results showed that the majority of women teachers to focus more on aspects related to tasks such as organization structure and division of labor, the emphasis on school achievement, appreciate and practice the rules or instructions set, the production quality and excellent work culture. This outperform by Hussein (1997) looking to become a great teacher with effective leadership must be clearly stated school goals to all teachers, staff, support staff, parents, community and students with common interests.

Analysis showed that although the schools led by female teachers, teachers' commitment remains at high level. What is more important is how a great teacher can make the overall school climate and culture in order to maintain the level of commitment in schools.

In addition, a study showing that most of the teachers perceived that principals spent more concerned with the supervision of the teacher from doing leadership disciplines such as observation of teaching and learning in schools need to be addressed.

Leadership style which is more frequent control of professional guidance has been defined by Jones and Webber (2001) as a standard of leadership in the 'survival', and not at the level of instructional leadership. According to them again, one of the leadership at the level of 'survival' is the use of autocratic leadership style that not many teachers involved in the decision making process.

CONCLUSIONS AND RECOMMENDATIONS

This study has the leadership ability of female teachers in Malaysia. Study confirms the results of the discussion are good for women's leadership, because leaders of the women have more strict nature-oriented leadership and responsibility, however considerate among the leaders of women teachers is low. Several other scientific studies needed to confirm these findings in the wider population.

- Proposed a quantitative or qualitative research or a combination of research done.
- Suggested that such studies be extended to a larger number of samples to obtain higher validity.
- Suggested that such studies will involve the leaders of the women teachers of diverse backgrounds.
- In addition, further research should be conducted to the same respondents in the long run to see whether the leadership of a woman teacher will vary over time or not.

SUMMARY

It found that confirms the leadership of women is better than man leader for women leaders have more decisive character in leadership and in accordance with regulations.

However, the level of the autocratic, sometimes reducing the consideration in this female teacher leaders themselves. Hopefully, this research might help leaders to identify the attitude of women teachers and how their leadership and improve their attitude in leading subordinates.

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