THE PROBABILITY OF THE PRINCIPAL'S LEADERSHIP PROFESSION IN THE PERSPECTIVE OF EDUCATION MANAGEMENT TO RESPOND TO CHALLENGES IN THE 5.0 ERA

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Abstract
The purpose of this article is to explain education management, the profession of the school principal plays a very important role in ensuring the success of an educational institution. A school principal acts as a leader and manager, responsible for creating a conducive learning environment, managing resources, and ensuring the delivery of quality education. The method used in collecting data using library research or library research is a research method that is carried out by utilizing information sources available in the library, such as books, journals, articles, and other sources of information. The purpose of library research is to collect and analyze data or information about a topic or problem being researched. The results of the analysis of several reference sources reveal that school principals must have good leadership and management skills, and have extensive knowledge of the principles of education management. Principals must also be able to adapt to changes in the dynamic educational environment, and have the ability to lead and develop teaching staff and motivate students in achieving the desired educational goals. Thus, the principal can be the key to the success of an educational institution and play a role in shaping a better educational future

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INTRODUCTION

Education has been an important part of human life since ancient times. Education plays an important role in the formation of quality human resources, encourages the economic, social and cultural progress of a nation, and provides opportunities for individuals to improve their quality of life (Bozkurt & Sharma, 2020) . Along with the times, education has undergone significant changes and progress. Previously, education focused more on learning based on religion, beliefs, and local customs (Gacs et al., 2020)

However, along with the progress of the times, education is increasingly developing into a more general and structured education, with a standardized and internationally recognized curriculum system (Godfrey et al., 2019) . Modern education has changed the way humans learn and acquire knowledge, from only relying on books and teachers, modern education uses technology and other media to support more effective and efficient learning (Borba, 2021) . In addition, modern education also provides wider opportunities for individuals to obtain education, including those with physical, economic or geographical limitations (Wang et al., 2021) . The Law on the National Education System (Sisdiknas) is the law that regulates the education system in

Indonesia (Ansori, 2020). This law was issued on December 20, 2003 and has undergone several changes and adjustments since then. One of the main objectives of the National Education System Law is to create a national education system that can provide equal opportunities for every Indonesian citizen to obtain quality education.

The National Education System Law also stipulates that education must be implemented nationally and have a high quality. The National Education System Law also stipulates several basic principles in the administration of education, such as inclusive and participatory principles, accountability principles, equality principles and fairness principles. In addition, this law also stipulates several things such as curriculum structure, national education standards, and teacher qualification requirements (Inkiriwang, 2020) . In practice, the implementation of the National Education System Law still encounters many challenges and continuous evaluation and adjustments are necessary to improve the quality and accessibility of education in Indonesia (Rahmawati & Khori, 2023) . Leadership in educational institutions is very important because it has a very large role in determining the quality and success of these educational institutions. According to Moldoveanu & Narayandas (2019) there are several reasons why leadership in educational institutions is very important, shaping organizational culture, good leadership can form and maintain a positive and inclusive organizational culture in educational institutions. According to Berg & Zoellick, (2019) a good organizational culture can create a productive, mutually supportive, and respectful learning environment. Determining the vision and mission of the institution, good leadership can determine a clear vision and mission for educational institutions. A clear vision and mission will help determine the strategic direction and focus of educational institutions. Improving teaching quality: Good leadership can develop programs and policies aimed at improving teaching quality. This can be done by providing adequate training and support for teachers, as well as developing a performance evaluation system that is fair and objective.

Managing institutional resources, good leadership can manage educational institution resources effectively and efficiently, including human resources, finance, and facilities. With good management, educational institutions can maximize the potential of their resources and ensure their proper use. Strengthening relations with the community, good leadership can strengthen the relationship between educational institutions and the surrounding community. This can be done by developing mutually beneficial partnership programs and ensuring that educational institutions are open and responsive to community input and needs. With good leadership in educational institutions, an environment that is conducive to learning and development will be created, which will ultimately have a positive impact on students, teachers, and all stakeholders of educational institutions (Connolly et al., 2019) . Several factors lead to the failure of leadership in educational institutions, including a lack of understanding of the roles and responsibilities of leadership, some leaders in educational institutions do not fully understand their roles and responsibilities (Perry et al., 2019) . This can result in their inability to manage the resources owned by educational institutions and provide proper direction to teachers and students. Not being able to adapt to change, changes that occur around educational institutions, such as technological developments and policy changes, require leaders who are able to adapt and make the right decisions. However, not all leaders in educational institutions are able to face and manage these changes (Naidoo, 2019) .

Not having the ability to manage resources, leadership in educational institutions requires the ability to manage resources, both human resources, financial resources, and other resources. However, not all leaders in educational institutions have this ability, so that the management of resources in educational institutions is not optimal (Guzmán et al., 2020) . Lack of communication and collaboration with teachers and students. Good

communication and collaboration with teachers and students is very important to create a conducive learning environment (Kopp et al., 2019) . However, not all leaders in educational institutions are able to build good relationships with teachers and students. Not having a clear and motivating vision, leadership in educational institutions requires a clear vision and is able to motivate teachers and students to achieve common goals. However, not all leaders in educational institutions have a clear vision and ability to motivate teachers and students. Unstable social and political environment, unstable social and political environment can affect leadership performance in educational institutions. Unstable social and political conditions can hamper the development of educational programs and policies, and create uncertainty and distrust of educational institutions.

RESEARCH METHOD

Library research or library research is a research method that is carried out by utilizing information sources available in libraries, such as books, journals, articles, and other sources of information. The purpose of library research is to collect and analyze data or information about a topic or problem being researched. In library research, researchers use various techniques to find sources of information that are relevant to the topic under study. Some of these techniques include browsing, searching through library catalogs, searching online databases, and utilizing references found in information sources that have been found.

After successfully collecting relevant sources of information, the researcher then conducts an analysis of the data or information. Analysis is done by reading, studying, and comparing the sources of information that have been collected. The results from library research can be used as a basis for developing a study or compiling reports or scientific writing (Vadhva et al., 2021)
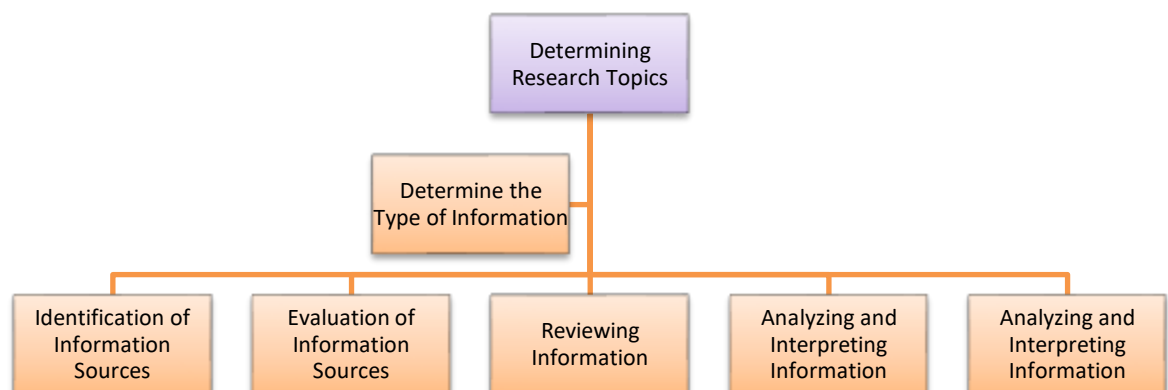

Chart 1. Research Stages Library Research (Vadhva et al., 2021)

RESULTS AND DISCUSSION
a. Results
1. Leadership Profession

The leadership profession is a field of work that involves people who are responsible for leading and directing an organization or team in achieving the goals that have been set (Torres, 2019) . Leadership can be found in all sectors, from the public to private and not-for-profit sectors. The duties and responsibilities of a leader vary widely,

depending on the type of organization they lead. Some of the general tasks that are usually related to leadership include: (1) developing a vision, strategy, and action plan to achieve organizational goals. (2) coordinate organizational activities and ensure that all team members work effectively together. (3) establish relationships with organizational stakeholders, such as clients, investors, and authorities. (4) managing organizational finances and making strategic decisions about spending and investment. (5) identify and solve problems that arise in the organization (Lipscombe et al., 2023) . To be an effective leader, various skills and abilities are needed, such as the ability to communicate well and lead discussions to reach agreements, the ability to motivate and inspire others to work together and achieve common goals, the ability to lead and make the right decisions in situations complex and uncertain, the ability to understand data and critically analyze problems, the ability to build good relationships with others and work together in teams (Heinen et al., 2019) . While leadership can be a very rewarding and fulfilling career, being a leader can also be demanding of a large workload and high pressure. Thus, an effective leader must also have the ability to manage stress and maintain a balance between work and personal life (Meng & Berger, 2019) .

Leadership in the school sector is very important because it has a significant impact on the quality of education provided to students (Luyten & Bazo, 2019) . Here are some reasons why leadership in the school sector is so important, in shaping a positive school culture so that an effective school leader can establish a positive and supportive school culture, where students feel valued and are encouraged to achieve their potential. Can improve student performance so that a good school leader can improve student performance by developing effective academic programs, placing high-quality teachers in the classroom, and motivating students to excel. Maintaining the quality of teaching, an effective school leader can ensure that the quality of teaching in schools remains high by ensuring that teachers receive sufficient training and development. Can increase student attendance, then an effective school leader can increase student attendance by building a safe and attractive environment for students to learn. Furthermore a leader can improve the relationship between the school and the community by building positive relationships with the community, including parents, local businesses, and other community organizations. So that a leader is required to improve school efficiency and effectiveness so that school efficiency and effectiveness can be achieved by managing the budget properly, developing efficient procedures, and building an effective evaluation system (Robinson & Gray, 2019) .

Based on the description above, it can be concluded that it is an important and complex profession, which requires skills, knowledge, and ability to manage organizations or groups effectively. A leader must have a vision, strong values, the ability to influence others, and the ability to make good decisions. Leadership can be learned and honed through experience and training, and there are many different theories and models of leadership that can be used as guides for developing effective leadership. In all fields, including in the education sector, good leadership is essential to achieve organizational goals, manage resources well, and create a positive environment for individual growth and development.

2. The Role of the Principal

The principal is the main leader in a school who is responsible for managing, directing and leading all activities in the school. The principal's role includes a variety of tasks. Principal leadership and management are responsible for leading and managing all activities in the school, including developing the school's vision and mission, managing the budget, and ensuring that resources are available to achieve school goals (Karakose et al., 2021) . Development of academic programs principals are responsible for developing

effective and high-quality academic programs that meet students' needs and national or international standards (Karacabey et al., 2022) . Human resource management principals are responsible for recruiting, placing and managing school staff, including teachers and employees (DeMatthews et al., 2021) . The principal is responsible for establishing good relations with parents, the government and the local community. Security and safety: The principal is responsible for ensuring that the school is safe and protected from threats that may harm students and school staff (Zheng et al., 2019) . Evaluation and assessment school principals are responsible for evaluating and assessing the performance of students, staff, and the school program as a whole (Thomas et al., 2020) . The role of the school principal is very important in ensuring the success and quality of education in schools (Admiraal et al., 2020) . An effective school principal must have strong leadership, management and communication skills to lead and manage all activities in the school (Liu et al., 2020) .

As the main leader in a school, the principal plays a very important role in ensuring the success and quality of education in schools. The principal is responsible for leading and managing all activities in the school, developing effective academic programs, recruiting and managing school staff, establishing good relationships with parents and the community, and ensuring the safety and security of students and school staff (Azorín et al. , 2020) . Effective principals must have strong leadership, management, and communication skills (Bush, 2020). They must be able to combine various leadership concepts, such as transformational, educational, management, collaborative, data-based, and innovative leadership to achieve school goals collectively (Douglass, 2019) . An effective principal can bring about significant changes in their school and exert a positive influence on students and school staff (Leithwood et al., 2020) . Therefore, the role of the principal is very important in ensuring the success and quality of education in schools. Furthermore, as the main leader in a school, the principal has a very important role in ensuring the success and quality of education in schools (Qadach, 2020) .

Principals must have strong leadership, management and communication skills to lead and manage all activities in the school, develop effective academic programs, recruit and manage school staff, establish good relations with parents and the community, and ensure the safety and security of students and school staff (Netolicky, 2020) . Effective school principals must be able to combine various leadership concepts, such as transformational, educational, management, collaborative, data-based, and innovative leadership to achieve school goals collectively (Daniels et al., 2019) . They must also be able to adapt to rapid environmental changes and understand the latest trends in education (Alsaleh, 2019) . An effective principal can bring about significant changes in their school and have a positive influence on students and school staff (Pishgooie, 2019) . Based on the description above, it can be concluded that the role of the school principal is very important in ensuring the success and quality of education in schools, as well as in shaping the future of students and society as a whole.

3. Leadership Management

Educational management is a term used to describe management practices applied in an educational context (Bozyigit, 2019) . It includes a series of activities and processes designed to ensure effectiveness and efficiency in managing educational resources, including staff, students, funds, facilities, and academic programs (Toprak, 2020) . Education management involves the development and implementation of strategic plans, budget management, decision making, performance monitoring and evaluation, and human resource development (Hallinger, 2020) . The main goal of education management is to achieve high quality education and provide a productive learning environment for students (Elfrianto et al., 2020) . Education management also involves

aspects of strong leadership, effective communication, good collaboration, and development of appropriate skills and capacities in education staff (Elfrianto & Tanjung, 2022) . Education is one of the critical sectors in a country's development, and therefore education management plays an important role in producing quality and relevant education that can help build a better and sustainable society (Dahnial, 2021) . In a broader scope, education management can help build strong educational infrastructure and increase access to education for all people, especially those who are less fortunate (Amini & Ginting, 2020) . Education management can also help encourage innovation and the development of educational technology which can increase effectiveness and efficiency in providing education (Tinanoff et al., 2019) .

If you look at education management in the past, it can be interpreted that education management in the past was mainly focused on administration and management of aspects of school operations such as scheduling, staff supervision, financial management, and asset management (Hildebrand et al., 2020) . At that time, education management was more hierarchical and based on an authoritarian approach (Mensah, 2019) . In the past, education management was also more focused on academic learning and improving student academic achievement (Shaturaev, 2021) . Curriculum and teaching are highly viewed as the most important elements of education, and education management aims to ensure the quality of teaching and learning (Waters, 2023) . Education management in the past also paid attention to the physical and infrastructure aspects of schools, such as school buildings and other supporting equipment (Sison, 2023) . This is intended to provide a good environment for students and staff in supporting teaching and learning activities (Carpenter, 2019) . However, in the past, education management did not pay much attention to aspects of non-academic education, such as character development and life skills (Banerjee, 2020) . This is due to the view that non-academic education is less important and only a complement to academic education. Along with the development of education and the demands of the times, education management today is more holistic and comprehensive, with a focus on the development of students as a whole, both academically and non-academically (DeBoer, 2019) . Education management is also more open to various ideas and innovations in the field of education, and places more emphasis on the participation and involvement of all relevant parties, such as students, staff, parents and the community (Thomassen et al., 2020). Then looking back at education management in post-independence that post-independence education management has a very important meaning for the Indonesian nation (Isbah, 2022). After independence, Indonesia faced major challenges in building a new and modern education system, as well as improving the quality of education for its people (Shaturaev, 2021) . Education management in the post-independence period aims to create an equitable and quality education system, as well as expand access to education throughout Indonesia (Syar'i, 2020) . This goal is achieved through various educational policies that regulate aspects of education ranging from curriculum to financial management and human resources. Education management in the post-independence period also aims to foster a spirit of nationalism and patriotism in students, as well as strengthen the identity of the Indonesian nation (Aspan, 2020). This is done through the development of a curriculum that includes history, culture and Indonesian language subjects. In addition, education management in the post-independence period also focused on community empowerment and the development of non-formal education, such as job training and skills education.

This is done to improve the skills and competitiveness of Indonesian workers in the global market. In addition, education management in the post-independence period also developed an educational inclusion program, which aims to provide equal educational opportunities for everyone, including those with special or marginal needs (Budiarto,

2020) . This program also aims to strengthen social integration and strengthen national unity. Now, education management in Indonesia continues to develop and change according to the demands of the times and the needs of society (Martin, 2019) . However, the initial spirit and goals of post-independence education management are still an important foundation in developing a better and just education system for the Indonesian people (Barker, 2019) . Education management in the modern era has a very important meaning in improving the quality of education and preparing students to face future demands that are increasingly complex and dynamic (Sa'diyah, 2022) . Education management in the modern era aims to create an effective and efficient learning environment, as well as maximize students' potential in developing creativity, skills, and academic abilities (Cole & Snider, 2019) . This goal is achieved through the use of information and communication technology in the learning process, as well as developing a curriculum that is in accordance with the needs and demands of the times.

In addition, education management in the modern era also aims to strengthen the relationship between schools, families and society. This is done to increase community participation in education, as well as strengthen social and moral support for students (Nwagwu, 2020) . Education management in the modern era also emphasizes the development of good leadership and management at the school level and the education system as a whole (Moosmayer et al., 2019) . This is done to ensure that education management can run effectively and efficiently, as well as have a positive impact on the quality of education and student achievement. In addition, education management in the modern era also develops inclusive education, which includes the development of special education for students with special and marginal needs (Musavi et al., 2021) . This is done to ensure that all students have equal opportunities to learn and develop according to their potential and abilities. In the modern era, education management also faces new challenges, such as global competition and rapid technological changes (Mikhael et al., 2020) . Therefore, education management in the modern era must be able to adapt quickly and continue to make innovations and changes needed to improve the quality of education and prepare students for an increasingly complex and dynamic future. Based on the discussion above, it can be concluded that education management is an important process in ensuring the success of the education system as a whole. This involves various elements, such as planning, organizing, implementing, and controlling, as well as the effective and efficient use of resources. Education management is also closely related to leadership in schools, where the principal has an important role in leading and managing the education system in schools. In addition, education management must also be able to adapt to changing times and technology, and integrate inclusive education and lifelong learning. To realize quality education that is relevant to the demands of the times, all relevant parties must work together and be committed to implementing sustainable, inclusive and innovative education. By doing so, it is hoped that education can become one of the main keys in preparing future generations to face future challenges.

b. discussion
1. Definition of Leadership

Leadership is the ability to influence and direct people or groups in achieving certain goals. Leadership can be applied in various fields of life, including in education. Leadership in education has a very important role in creating a conducive and quality learning environment for students, teachers, and all stakeholders in schools (Prestiadi, 2019) . In the context of education, leadership can be interpreted as a person's ability to direct and manage the education system in schools effectively and efficiently. Good leadership can create a conducive learning environment and motivate students and teachers to achieve better performance (Dopson, 2019). There are several types of

leadership, including: Authoritarian leadership: This type of leadership directs and gives orders without involving subordinates. Democratic leadership: A type of leadership that involves the active participation of subordinates in decision making. Transactional leadership: This type of leadership focuses on supervising and controlling activities and providing rewards or punishments as incentives for performance. Transformational leadership: A type of leadership that focuses on developing a shared vision and values and motivating subordinates to achieve goals together. Each type of leadership has advantages and disadvantages, and choosing the right type of leadership depends on the situation and needs of the organization or institution being led (Farrukh et al., 2019) .

A leader is someone who has the ability to lead, direct, and influence others in achieving common goals. Leaders can be found in many areas of life, including in business, politics, social, and education. A good leader is someone who has integrity, clear vision, good communication skills, and wisdom in making decisions. A good leader must also have the ability to motivate others and create a work environment that is conducive to achieving common goals (Antonopoulou et al., 2021) . In the context of education, a leader must be able to lead and direct the education system in schools so that it can run well and achieve the desired goals, such as improving the quality of education and creating a conducive learning environment. A leader in the field of education must have extensive knowledge about curriculum, teaching methods, school management, and the relationship between teachers, students, and parents of students. The meaning of a leader is also related to responsibility. A leader must be responsible for the decisions and actions taken and the results achieved by the organization or institution he leads. A responsible leader will be able to create an environment that is conducive to developing and achieving better performance (Kaso et al., 2019) .

Responsibility is very important in leadership. A leader must always be responsible for the decisions and actions taken, both positive and negative. Responsibility in leadership includes three things, namely: Responsibility for oneself A leader must be able to hold himself responsible for his actions and decisions. This includes self-discipline, the ability to lead yourself, and control your emotions in any situation. Responsibility for subordinates A leader must be able to lead his subordinates wisely and provide clear direction and the necessary support. Leaders must be able to resolve conflicts, provide input, and ensure that their subordinates are able to achieve the goals set (Ameen, 2019) . Responsibility for the organization A leader must also be responsible for the organization he leads. Leaders must be able to understand and meet organizational needs and create effective strategies to achieve organizational goals. Leaders must also be able to identify and overcome problems that arise in the organization, as well as provide clear direction to achieve success. In the context of educational leadership, a school principal must always be responsible for the quality of education provided to students. Principals must ensure that teachers provide quality education and meet established standards. In addition, school principals must also be responsible for student welfare, create a conducive learning environment, and deal with problems that arise in schools (Hutagaluh et al., 2020) .

Based on the description above, it can be concluded that leadership is an ability to influence others in achieving certain goals. A leader must have the ability to make the right decisions, provide clear directions, motivate others, and be responsible for their actions and decisions. In the context of education, leadership is very important to create a conducive learning environment and improve the quality of education. A principal as a leader in a school must be able to lead teachers and other staff to provide quality education and meet established standards. In addition, the principal must also be able to overcome problems that arise in schools and ensure the welfare of students. Leadership is not an innate ability, but can be developed through learning and experience. In developing leadership, a leader must continue to adapt to an ever-changing environment

and learn from the experiences they experience. Good leadership can motivate others to achieve common goals, create an environment conducive to productivity and innovation, and improve the quality of life and individual and group achievement. Therefore, leadership is a very important ability for individuals and organizations.

2. Principal Professional Objectives

The profession of the principal refers to the role and responsibility of the principal in leading and managing an educational institution. A school principal is expected to be able to lead and manage the school well, so that it can provide quality educational services for students. A school principal is expected to be able to carry out managerial tasks such as planning, organizing, directing, and supervising to maintain the smooth operation of the school. In addition, school principals must also be able to foster good relations with teachers, staff, students, and parents of students to ensure a conducive learning environment is created. The profession of a school principal does not only focus on operational management, but also on developing educational strategies, improving the quality of education, curriculum development, and developing teacher professionalism (Bellibas & Gumus, 2021). A school principal is expected to be able to provide direction and support to teachers in improving the quality of education and increasing student achievement. Carrying out the profession of school principal is not an easy task, because it requires the ability to deal with various challenges and problems that arise in managing a school. However, school principals who are able to carry out their duties properly can have a positive impact on students and the community, because they help improve the quality of education in an area.

The concept of a school principal refers to various principles and theories related to the role and duties of a school principal in managing and leading an educational institution (Rischard et al., 2022). The following are some of the meanings of the concept of a school principal: (1) Principal as a leader: A school principal must have strong leadership skills, namely the ability to make the right decisions, inspire and motivate teachers and students, and lead all activities in the school. (2) The principal as a manager: As a manager, the principal must be able to manage existing resources in the school, including management of finances, assets and human resources. (3) The principal as a relationship builder: The principal must be able to foster good relationships with students, teachers, parents, and the community around the school. This is important to maintain harmonious relations and ensure that the goals of educational institutions are achieved. (4) The principal as a motivator: A school principal must be able to motivate and inspire students and teachers to achieve maximum results in school. This can be done by providing motivation, encouragement, and support to students and teachers to learn and develop their potential (Rischard et al., 2022) . Based on the description above, it can be concluded that the principal's profession has a very important role in leading and managing an educational institution. Principals must be able to become good leaders, skilled managers, good relationship builders, and reliable motivators. In addition, school principals must also have adequate knowledge and skills in the fields of education, management and leadership. Thus, the principal can ensure that students and teachers can achieve maximum results in school and help build a quality generation for the future.

3. Leadership Management Function

Leadership management can be interpreted as a person's ability to organize, lead, and manage human resources and other resources effectively in achieving organizational goals. Leadership management also includes the ability to develop strategies, make the right decisions, manage risk, communicate the vision and values of the organization, and motivate and guide teams to achieve common goals. In the context of leadership in

schools, leadership management is very important to ensure that educational goals can be achieved optimally. A good school principal must be able to lead and manage various resources such as students, teachers, school staff, and the budget effectively. The principal must also have the ability to make the right decisions and deal with problems that arise in the school (Osman, 2019) . Leadership management also includes the ability to develop clear strategies and plans to achieve long-term educational goals. A good school principal must be able to communicate well with students, teachers and school staff to ensure that everyone understands the goals and vision of the organization, and motivates them to work hard to achieve these goals. Thus, effective leadership management is very important in ensuring the success of education in schools (Garg & Gera, 2020) .

Principals who have good leadership management skills can help improve the quality of education in schools and ensure that students can reach their full potential. According to Diez et al., (2022) education management is an activity that integrates a number of people in carrying out certain tasks effectively and efficiently in achieving predetermined goals. According to Leal (2020) education management is the art of achieving educational goals through the use of human resources and other resources. According to Obeidat (2022) education management is the art and science of planning, organizing, leading, and supervising various activities involving human, material, and financial resources to achieve predetermined goals. According to Ashu & Lavngwa (2022) education management is the process of planning, organizing, directing, and controlling human, material, and financial resources to achieve educational organizational goals. From the understanding of these experts, it can be concluded that education management is a process that involves setting, managing, and controlling human, material, and financial resources to achieve the goals that have been determined in the context of education. These goals can be in the form of improving the quality of education, efficiency and effectiveness of the use of resources, or achieving other educational targets.

CONCLUSION

In the perspective of education management, the principal has an important role as a leader in managing the school in order to achieve the desired educational goals. As a leader, the principal must have the ability to manage human resources, financial resources, and physical resources in order to provide quality educational services to students. Experts in the field of education management emphasize the importance of effective and efficient leadership in managing education. Principals must be able to create a conducive school environment for students and teachers in the learning process, and ensure that educational programs implemented in schools can meet students' needs. In addition, school principals must also be able to develop a clear school vision and mission as well as design appropriate strategies and policies to achieve these goals. The ability to lead, motivate and guide the teaching staff and school employees is also very important for a school principal. Overall, the principal as a leader in education management has a big responsibility for managing and improving the quality of education in schools. Therefore, school principals must continue to develop themselves and improve their leadership skills and managerial abilities so that they can provide the best for students, teaching staff, and school employees.

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