

Implementation of the Code of Ethics and School Administration within the Frame of Christian Leadership

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Abstract. *Recently, more and more education research has focused on public reaction to the code of ethics due to the decline in the quality of education, school administration, teachers and education personnel in Christian leadership in education units. Educators and the public share the view that the root cause of this low quality of education lies with administrators. This study aims to explain the importance of ethical codes and educational administration in the success of a Christian leadership. This study uses a literature study approach, by comparing several main sources related to the code of ethics and educational administration. From the results of literature study, it can be concluded that the Code of Ethics and School Administration in Christian Leadership are related to each other. A teacher is required to have a Code of Ethics in carrying out his teaching duties, and run School Administration to support the school's achievement targets. This is done by referring to Christian Leadership based on the Written Word (Bible) and the Living Word (the Lord Jesus Himself).*

Keywords: *Code of Ethics; School Administration; Christian Leadership*

INTRODUCTION

Recently, more and more education research has focused on public reaction to the code of ethics due to the decline in the quality of education, school administration, teachers and education personnel in Christian leadership in education units. Educators and the public share the view that the root cause of this low quality of education lies with administrators (Siburian, Sinaga, & Ariawan, 2022). One of the goals of training attitudes that have a code of ethics for teachers is to create feedback in the teaching and learning process. There are differences in the attitudes of each individual student so that it becomes a great task and responsibility for teachers in understanding each student's needs according to the abilities of each student (Simbolon, 2020). This means that the policy is a policy that favors the needs of the public, not the needs of the policy makers, hence, a broad field of study.

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In previous research conducted by Simorangkir, it was found that the role of the principal in managing the school is very important in the success of learning at the school (Simorangkir, Pakpahan, & Ariawan, 2021a). Slightly different from the study, in this study the main focus lies on teachers, where the teacher is expected to understand the code of ethics and school administration. This is also a gap analysis in this study. This study aims to explain the importance of ethical codes and educational administration in the success of a Christian leadership.

RESEARCH METHODS

The method used in this study is a qualitative method, which is often also called a naturalistic research method, because the research is carried out in natural conditions and emphasizes the description naturally (Sugiyono, 2020). This is supported by Bog and Taylor's opinion cited by Lexy Moleong who defines that qualitative methods are research procedures that produce descriptive data in the form of written or spoken words from people and observable behaviors (Moleong, 2021). This research will use qualitative research methods with a descriptive approach, meaning that with this method, researchers are guided to explore and describe social situations thoroughly, broadly and deeply.

RESULT AND DISCUSSION

Code of Ethics

1. Understanding the Code of Ethics

As a teacher, it is required to be able to, and have broad knowledge or insight, none other than and must have the characteristics that a teacher really has, one of which is the Code of Ethics. The Code of Ethics in the teaching world is very important, especially the Christian-based Code of Ethics, which is centered only on the Lord Jesus. But by having a code of ethics, a teacher is devoted to God Almighty, the Nation and the Fatherland and has humanity, and can humanize humans again (Ariawan, 2020).

2. Basics of Code of Ethics

Teachers have the basics of a code of ethics, consisting of teachers are devoted to guiding students as a whole; have honesty in professionalism; maintain relationships with the school community and with the wider community; creating and maintaining good

relationships; teachers can nurture and nurture to improve the organization (Kristina & Ariawan, 2020).

3. Application of the Code of Ethics to Teachers

Application of the teacher's code of ethics, consisting of teachers can guide students and form Pancasila development; have professional honesty; have a flexible nature towards the application of curriculum based on students; have a wise nature (wise); maintain good relations in the community; have a good communication style; teachers must play an active role; teachers are able to educate; teachers are able to optimize the series of teaching processes; and have quality in classroom management (Marpaung, Laoli, Naibaho, Pardede, & Hutagalung, 2022).

4. Purpose of the Code of Ethics

Uphold the dignity of the profession; maintain and maintain the welfare of its members; improve the quality of service/service of its members; and improve the quality of the profession and its organization (Ariawan, 2020).

School Administration

1. Definition of School Administration

School administration is the most administration in the world of education, so school administration is called education administration and is located in administrative activities, where the use of receiving, storing, documenting (important documents in schools) and the administration requires such activities (Muspawi & Robi'ah, 2020).

Thus, it can be concluded that the definition of education administration is:

- 1) The education administration works together to achieve the goals of education;
- 2) Education administration is often interpreted in a narrow sense, namely administrative activities which are essentially activities to document activities, organize correspondence with all aspects and prepare reports.
- 3) Education administration can also be seen in terms of leadership, which is an effort to answer the question of how the ability of education administration, whether it can carry out *Ing Ngarso Sung Tulodo, Ing Madyo Mangun Karso* and *Tut Wuri Handayani* (Hermawan & Rohman, 2021).

2. School Administration cannot be Separated from the Administration of Educational Facilities and Infrastructure in Schools

a) Understanding the Administration of Facilities and Infrastructure

According to the big dictionary Indonesian means is something that can be used as a tool in achieving goals or objectives. Infrastructure, something that is the main support for the implementation of a process (Suryanto, 2023).

b) Understanding the Administration of Facilities and Infrastructure According to Experts

The role of educational facilities in the form of learning aids, teaching aids, and educational media is very decisive to achieve educational goals. Educational Facilities and Infrastructure directly affect how students learn in the classroom, speeding up and simplifying the process of transferring information from teacher to student. This shows that comprehensive education can help teachers in providing learning materials to their students (Suryanto, 2023).

c) Principles of Education Administration

- The principle of efficiency. Use all sources, both energy, funds, facilities, time appropriately. Likewise materially, all needs to achieve goals are utilized as well as possible without having to waste and remain in accordance with the portion.
- The principle of prioritizing management tasks. Management activities are management activities, in a way to achieve educational goals.
- Management principles. Able to manage by directing, planning, coordinating, directing, and controlling activities correctly
- Principles of effective leadership. In this case, it means, as a leader he must know the interests of his subordinates, provide motivation in working for personal interests and organizational interests.
- Principles of cooperation. The principle of education administration is to prioritize the management of tasks in the administrative field effectively and efficiently and establish working relationships for educational activities in order to achieve the goals of education (Hermawan & Rohman, 2021).

d) The Role of Teachers in Education Administration

- Curriculum administration. The curriculum is a set of subjects taught at educational institutions, and a set of courses regarding specific areas of expertise. Curriculum according to Law No. 20 of 2003 curriculum is a set of plans and arrangements regarding the objectives, content and teaching materials as well as ways used as guidelines for the implementation of learning activities to achieve national education goals. The process in curriculum administration consists of planning, by simplifying with the steps of preparation, 1) needs analysis, 2) formulating and answering philosophical questions, 3) determining curriculum design, 4) making master plans such as curriculum development, implementation, assessment, and evaluation.
- Student administration. Is an activity ranging from accepting new students, coaching while students are in school until students finish school.
- Administration of facilities and infrastructure. Educational facilities generally include all facilities that are used directly to support the educational process, examples include: buildings, learning rooms/classes, learning materials or media, tables, chairs, and so on. while infrastructure is what indirectly supports the course of the educational process, such as: yards, school gardens/parks, roads leading to schools (Sihombing & Marpaung, 2023).

3. Types of Educational Facilities and Infrastructure

- Learning tools used by teachers and students are more productive during the teaching and learning process. For example: notebooks, pictures/posters on the classroom wall, chalk/marker pen, and so on.
- Teaching aids one of the educational tools is facilitated by the use of objects or activities ranging from the most concrete to the most abstract.
- The use of educational media manifests in the use of real objects for the teaching and learning process in increasing effectiveness and efficiency, can function as a substitute for teachers. For example: visual media (sound) video streaming (visual media motion) such as film and moving projection images, all-round media, for example whiteboards, three-dimensional media, for example mock ups (the entire appearance of the product designed) and dioramas, reality media, for example

teachers bring rabbits, birds, fish, learning resources to the community with tourist and camping works, usually this is done by extracurricular scouts.

- Personal administration. This activity includes teachers and employees both playing a role in planning efforts for the utilization of educative employees and non-educational services
- Financial administration. In this activity planning, use, recording, reporting and accountability, the authority to receive, store and spend money is able to calculate and account.
- Special services administration. Have a learning resource center (library), school health business, school catering or canteen (Maryanti, Rohana, & Kristiawan, 2020).

4. The Role of Teachers in Student Administration

In this role, teachers are able to have teacher performance the duties of teachers include having a plan to provide the best administrative services to students. Performance is considered as an executor that comes from an action or ability of a person. It is clear that good performance includes the achievement of quantity, quality, cooperation, reliability and creativity.

Basic concepts in student administration, namely: learners can be seen from various approaches such as pedagogical approach, psychological approach and social approach.

- The pedagogical approach, in this approach is centered on students as an important element, in the education system has integrated and comprehensive rights and obligations.
- Psychological approach, learners are individuals who are experiencing growth and development. Have various human potentials including needs, talents, interests, social-emotional-personal, and physical abilities. For the development of students as a whole, these potentials need to be developed with the education and learning process in schools by educators.
- Social approach, students are members of society who are undergoing a formation process that is prepared to become useful and good human beings. In order to be able to place themselves in the world of work later, it is necessary to prepare good character for students. Can be done by not being afraid to interact with each individual

such as fellow friends, teachers and other communities. Through the process of learning and direct experience, social values can be instilled in the person of students (Hermawan & Rohman, 2021).

Christian Leadership

1. Definition of Christian Leadership

Christian leadership is a dynamic planned process in the context of Christian ministry (which involves factors of time, place and special circumstances) in which by God's intervention, He calls for Himself a leader (with full capacity) to lead His people (who group themselves in an institution/organization) to achieve God's purposes (which benefit the leader, subordinates and environment) for and through His people for the riches of His kingdom (Berutu, Silalahi, Siringo-ringo, & Turnip, 2022). According to the book *Theologia Christian Leadership* by Stevri Indra Lumintang, it is said that Christian leadership is a basic activity of a person because God's call for him becomes God's instrument to declare God as a leader who serves all mankind in general and serves believers (church) in particular by preaching His word both word and deed, becoming a living model, willing to give everything for the people who are led and give guidance looking forward, motivating and evaluating God's people in the light of God's word in order to carry out God's will continuously and the realization of God's mission from generation to generation in and through the church to the world in all fields According to Henry and Ridchard Blackkby's book) spiritual leadership is moving people based on God's agenda. Christian leadership is a process of becoming a Christian leader, that is, a person called by God to lead, he leads with and through the character of every Christ the people of God to carry out God's plan.

2. Understanding Christian Leadership According to Experts

Leadership is divided into three, namely: (1) Self Leadership; (2) Team Leadership; and (3) Organizational Leadership. Self Leadership is meant to lead yourself so as not to fail to live life. Team Leadership is defined as leading others. The leader is known as a team leader who understands what his leadership responsibilities are, explores the conditions of his subordinates, his willingness to merge himself with the demands and consequences of the responsibilities he carries, and has a commitment to bring each

subordinate to explore his capacity to produce the highest achievements (Sitompul, Pakpahan, & Turnip, 2022).

As teachers, especially Christian Education teachers have a foundation in Christian Leadership by focusing on closeness to God. Thus, School Administration with Educational Leadership has a meaning based on the problems of Education Leadership which must be thoroughly peeled based on God. The following is an explanation from Educational Leadership.

3. Meaning and Significance of Leadership in Education

Effective leaders are leaders whose members can feel that their needs are met, whether they need work, recreational motivation, health, clothing, food, shelter, or other Labudewa that they deserve. Leadership comes from the word leader means people who are known by and try to influence their followers to realize their vision. To broaden the view of leadership, in defining leadership there are different experts. Leadership is the behavior of an individual when he is directing the activities of a group toward a shared goal. A particular type of power relationship characterized by a group member's perception the another group member has the right to prescribe behavior patterns for the former regarding his activity as a group member (Simorangkir, Pakpahan, & Ariawan, 2021b). Interpersonal influence, exercised in a situation, and directed, through the communication process, toward the attainment of a specific goal or goals, an interaction between persons in which one presents information of a sort and in such a manner that the other becomes convinced that his outcomes will be improved in he behaves in the manner suggested or desired, the initiation and maintenance of structure in expectation and interaction, the influential increment over and above mechanical compliance with the routine directives of the organization, the process of influencing the activities of an organized group toward goal achievement.

4. Educational Leadership Functions

In organizational life, the educational leadership function is part of the main task that must be carried out. In order for a group to operate effectively, self, a leader has two main functions, namely:

- Task related/problem solving function, in this function the leader provides suggestions in problem solving and contributes information and opinions.

- Group maintenance function/social function, in this function the leader helps the group operate more smoothly, the leader gives approval or complements other group members, for example breaking up groups that are disagreements, paying attention to group discussions. An effective leader is a leader who is able to display both functions clearly (Sinambela, Butarbutar, Tarigan, Sitanggang, & Sitanggang, 2022).

CONCLUSION

Based on the results of the discussion that the author described, it can be concluded, that the code of ethics and school administration in Christian leadership are related to each other, because a teacher is required to have a code of ethics in his broadcasting, and has a school administration to support a school, in order to achieve the implementation of the education administration, and is based on the foundation of Christian leadership based on the Word that it is written (Bible) and the Living Word (the Lord Jesus Himself).

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