

ABSTRAK

Fenomena guru *silent quitter* yang ditandai dengan menurunnya motivasi, keterlibatan, dan inisiatif profesional berpotensi memengaruhi kualitas pembelajaran. Penelitian ini bertujuan menganalisis peran kepala sekolah sebagai motivator, supervisor, dan leader dalam mengatasi fenomena tersebut serta mengidentifikasi faktor pendukung dan penghambat pelaksanaannya di SMP Negeri 2 Lhokseumawe. Penelitian ini menggunakan metode kualitatif dengan pendekatan studi kasus. Data dikumpulkan melalui wawancara dan dokumentasi dengan kepala sekolah dan guru sebagai sumber data. Hasil penelitian menunjukkan bahwa kepala sekolah menjalankan perannya sebagai motivator melalui pemberian motivasi, apresiasi, dan dukungan; sebagai supervisor melalui pembinaan, pendampingan, pengawasan, dan evaluasi; serta sebagai leader melalui keteladanan dan komunikasi terbuka. Faktor pendukung meliputi kesadaran guru terhadap tanggung jawab profesinya, kerja sama yang harmonis, komunikasi yang terbuka, dukungan seluruh warga sekolah, serta keteladanan kepala sekolah. Sementara itu, faktor penghambat meliputi perbedaan karakteristik guru, rendahnya kesadaran sebagian guru terhadap tanggung jawab profesional, serta keterbatasan anggaran sekolah. Dengan demikian, dapat disimpulkan bahwa peran kepala sekolah sebagai motivator, supervisor, dan leader berkontribusi dalam meningkatkan semangat kerja, keterlibatan, dan tanggung jawab guru sehingga membantu mengatasi fenomena guru *silent quitter* di SMP Negeri 2 Lhokseumawe.

Kata Kunci : Kepala Sekolah, Guru *Silent Quitter*, Motivator, Supervisor, Leader

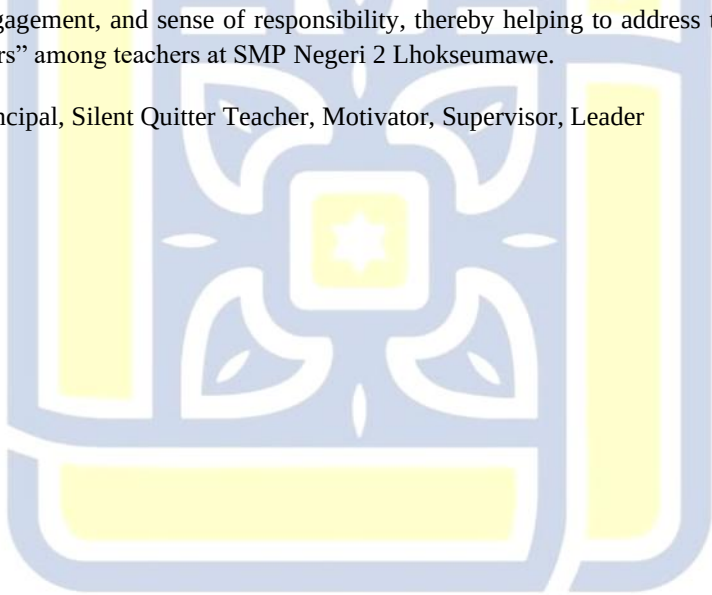


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ABSTRACT

The phenomenon of silent quitters among teachers characterized by declining motivation, engagement, and professional initiative has the potential to affect the quality of learning. This study aims to analyze the role of the principal as a motivator, supervisor, and leader in addressing this phenomenon, as well as to identify the factors that support and hinder its implementation at SMP Negeri 2 Lhokseumawe. This study employs a qualitative method using a case study approach. Data were collected through interviews and documentation with the school principal and teachers as data sources. The results indicate that the principal fulfills their role as a motivator through providing motivation, appreciation, and support; as a supervisor through guidance, mentoring, monitoring, and evaluation; and as a leader through setting a good example and open communication. Supporting factors include teachers' awareness of their professional responsibilities, harmonious cooperation, open communication, support from the entire school community, and the principal exemplary leadership. Meanwhile, inhibiting factors include differences in teacher characteristics, low awareness among some teachers regarding their professional responsibilities, and limited school budgets. Thus, it can be concluded that the principal roles as a motivator, supervisor, and leader contribute to enhancing teachers' work enthusiasm, engagement, and sense of responsibility, thereby helping to address the phenomenon of "silent quitters" among teachers at SMP Negeri 2 Lhokseumawe.

Keywords: Principal, Silent Quitter Teacher, Motivator, Supervisor, Leader



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