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# KERTAS KAJIAN: KEPIMPINAN INSTRUKSIONAL GURU BESAR DAN KOMITMEN GURU DI ZON MANTIN, NEGERI SEMBILAN

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## *Abstrak*

Kepimpinan seorang guru besar memainkan peranan yang sangat penting dalam memujuk, menggalakkan, mempengaruhi guru-guru agar bersedia berusaha ke arah mencapai objektif yang berkaitan dengan tugas hakiki mereka. Dalam pada itu, pelbagai kajian mendapati amalan kepemimpinan instruksional guru besar dapat meningkatkan komitmen kerja guru yang kurang berkesan. Justeru, motif kajian ini adalah untuk mengenal pasti tahap amalan kepemimpinan instruksional guru besar dan tahap komitmen kerja guru serta mengkaji hubungan antara amalan kepemimpinan instruksional guru besar dengan komitmen kerja guru sekolah rendah di Zon Mantin, Negeri Sembilan. Kajian kuantitatif deskriptif berdasarkan kaedah tinjauan menggunakan borang soal selidik google form telah diedarkan kepada 170 orang guru dari tujuh buah sekolah rendah di Zon Mantin, Negeri Sembilan. Hasil kajian mendapati tahap amalan kepemimpinan instruksional guru besar dan tahap komitmen kerja guru sekolah rendah di Zon Mantin adalah sangat tinggi. Namun begitu, perkaitan antara amalan pengajaran pengetua dan komitmen kerja guru adalah signifikan positif yang sederhana kuat. Ini bermakna amalan kepemimpinan instruksional guru besar masih kurang memberi kesan kepada komitmen kerja guru dan masih terdapat ruang untuk meningkatkan tahap komitmen kerja guru. Oleh itu, guru besar perlu meneliti faktor dominan lain yang menyumbang kepada komitmen kerja guru di Zon Mantin. Secara keseluruhannya, kajian ini menunjukkan bahawa tahap amalan kepemimpinan instruksional guru besar mempunyai hubungan yang signifikan dengan komitmen kerja guru.

**Kata Kunci** : *kepimpinan instruksional guru besar, sekolah rendah, komitmen kerja guru*

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## *Abstract*

The leadership of a headmaster plays a very vital role in persuading, encouraging, influencing the teachers to be willing to work towards achieving the objectives related to their essential duties. In the meantime, various studies have found that the instructional leadership practices of headmasters can increase the work commitment of less effective teachers. Hence, the motive of this research is to identify the level of instructional leadership practices of headmasters and the level of work commitment of teachers and also to study the relationship between instructional leadership practices of headmasters and work commitment within primary school teachers in Zone Mantin, Negeri Sembilan. A descriptive quantitative study based on a survey method using google form questionnaire was distributed to 170 teachers from seven primary schools in Zone Mantin, Negeri Sembilan. The results of the study found that the level of instructional leadership practice of headmasters and the level of work commitment of primary school teachers in Zone Mantin is very high. Nevertheless, the connection between principals' instructional practices and teachers' work commitment was a moderately strong positive significance. This means that the instructional leadership practices of headmasters still have less impact on teachers' work commitment and there is still room to increase the level of teachers' work commitment. Therefore, headmasters need to examine other dominant factors that contribute to the work commitment of teachers in Zone Mantin. Overall, this study indicates that the level of instructional leadership practice of headmasters had a significant relationship with teachers' work commitment.

**Keywords** : *instructional leadership of headmaster, primary school, teacher's commitment*

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