



PROCEEDING

8th PEDAGOGY INTERNATIONAL SEMINAR 2017

ENHANCEMENT OF PEDAGOGY IN CULTURAL DIVERSITY
TOWARDS EXCELLENCE IN EDUCATION

INSTITUT PENDIDIKAN GURU KAMPUS ILMU KHAS, KUALA LUMPUR
19-20 SEPTEMBER 2017

JOINTLY ORGANISED BY

INSTITUT PENDIDIKAN GURU KAMPUS ILMU KHAS, KUALA LUMPUR

KOLEJ UNIVERSITI ISLAM ANTARABANGSA SELANGOR

&

UNIVERSITAS PENDIDIKAN INDONESIA, BANDUNG



KOLEJ UNIVERSITI ISLAM
ANTARABANGSA SELANGOR



INSTITUT PENDIDIKAN GURU
KAMPUS ILMU KHAS KUALA LUMPUR



PROSIDING SEMINAR ANTARABANGSA
PEDAGOGI KE-8 (PEDA8) 2017

*“ENHANCEMENT OF PEDAGOGY IN CULTURAL
DIVERSITY TOWARDS EXCELLENCE
IN EDUCATION”*

Anjuran Bersama:

INSTITUT PENDIDIKAN GURU KAMPUS ILMU KHAS, KUALA LUMPUR

KOLEJ UNIVERSITI ISLAM ANTARABANGSA SELANGOR

UNIVERSITAS PENDIDIKAN INDONESIA, BANDUNG

Sidang Penyunting:

Dr. Chin Mei Keong

Dr. Lee Leh Hong

Dr. Ramesh Rao a/l Ramanaidu

Prosiding Seminar Antarabangsa Pedagogi Kali Ke-8 (PedA8)

Cetakan Pertama September 2017

@ Hakcipta Jabatan Ilmu Pendidikan, Institut Pendidikan Guru Kampus Ilmu Khas, Kuala Lumpur, Kolej Universiti Islam Selangor, Selangor dan Fakultas Ilmu Pendidikan, Universitas Pendidikan Indonesia, Bandung, Indonesia.

Semua hak terpelihara. Tiada mana-mana bahagian jua daripada penerbitan ini boleh diterbitkan semula atau disimpan dalam bentuk yang diperolehi semula atau disiarkan dalam sebarang bentuk dengan apa cara sekalipun termasuk elektronik, mekanikal, fotokopi, rakaman atau lain-lain tanpa mendapat izin daripada penerbit.

Perpustakaan Negara Malaysia Data Pengkatalogan – dalam- Penerbitan Prosiding Seminar Antarabangsa Pedagogi kali Ke-8 (PedA8) / Jabatan Ilmu Pendidikan, Institut Pendidikan Guru Kampus Ilmu Khas, Kolej Universiti Islam Selangor dan Fakultas Ilmu Pendidikan, Universitas Pendidikan Indonesia, Bandung, Indonesia.

ISBN: 978-967-5580-04-8

Muka Taip Teks: New Times Roman saiz 11

Penerbit:

Jabatan Ilmu Pendidikan,
Institut Pendidikan Guru Kampus Ilmu Khas,
Jalan Yaacob latif,
56000 Kuala Lumpur.
Tel: +603-91318160

Dengan kerjasama

Kolej Universiti Islam Selangor, Bandar Seri Putra,
43000 Kajang, Selangor Darul Ehsan.
Tel: +60389254688

dan

Fakultas Ilmu Pendidikan, Universitas Pendidikan Indonesia
Jalan Dr.Setiabudi No. 299 Bandung,
Indonesia.
Tel: +62-22-2013163

Dicetak:

Syarikat Perniagaan Weng Sing
Lot 452, Jalan 18/2A, Taman Sri Serdang, 43300 Sri Kembangan,
Selangor Darul Ehsan

ISBN 978-967-5580-04-8



No	Tajuk	Muka Surat
1	A Tactical Approach To Improving The Physical Fitness Of Primary School Students	1-5
2	Analyzing Students' Need-Based Reading Material: An Initial Study At English Education Department Of UIN SMH Banten	6-11
3	ANGKLUNG As Music Art Learning Media In Primary School	12-17
4	Board Games In Teaching Pronunciation For English Foreign Learners	18-24
5	CEFR From The Teachers' Eyes	25-29
6	Development Of Tematic Student Worksheet The Beautiful Friendship Theme Based On Guided Inquiri	30-37
7	Educating In Order To Shape/To Build The Characters Of PD, BL, & RAT Through The Competition Program: PPI	38-42
8	Effect Of Quality Learning Media On Student Motivation At Student's SMK Negeri 13 Jakarta	43-47
9	Elementary School Students' Mathematical Intelligence Through Learning Mathematics By Using Romantic Classical Backsound Music	48-52
10	Feasibility Analysis Rubric Through Observation: Use Of Learning Implementation Video Recording Fragments	53-62
11	Implementation Approach Contextual Teaching And Learning (CTL) To Improve Student Learning Outcomes IPA Class V SD Laboratory Pilot UPI	63-67
12	Implementation Of Traditional Games Congklak To Develop The Ability Of Counting Of Early Childhood	68-71
13	Improved Of Application Values Al-Islam And The Kemuhammadiyahaan To Early Chilhood Through Integrated Learning	72-76
14	Internalization Of Character In Natural Science Learning As A Preservation Of Local Wisdom And Strategy Improving Global Competitiveness	77-83
15	Labschool Management Model	84-85
16	Literacy Development In Learning At Primary School	86-90
17	Questioning The Questions In The ESL Classrooms	91-96
18	Reading Workshop Approch To Student Reading Skill Development At Cipatat 4 Senior High School (SMPN Cipatat 4)	97-99
19	The Application Of Portfolio-Based Assessments To Improve Students' Social Skills In Early Childhood Emotional, Social, Religious And Moral Development Course (A Case Study On Early Childhood Teacher Education Program (PG PAUD) Of The Fourth Semester Students)	100-106
20	The Development Of Civic Education Teaching Instruction Using Cooperative Learning Types Tgt Based On Atong For Primary Students	107-113
21	The Feedback Of Using Edmodo Application In Teaching And Learning Of Moral Education In Secondary School	114-119
22	The Implementation Of Contextual Teaching And Learning (CTL) Approach To Improve Students' Learning Achievement On Kinetic Energy In Elementary School Science	120-125
23	The Implementation Of Scientific Approach In Improving Creative Writing Skills Of Elementary School Student	126-131

24	The Quality Improvement Of Learning Processes And Achievements Through The Read-Answer-Discuss-Explain-And Create Learning Model Implementation	132-139
25	Towards Effective Teaching Of Multicultural Education In Indonesia	140-144
26	Use Of Local Language In Learning Process In Elementary School	145-150
27	Whats Apping Reflection Towards Success	151-158
28	Writing Learning Model Based Strategy "Brainstorming" In Elementary School	159-164
29	Youtube In Music Education Teacher Training: Feasible Or Not?	165-170
30	Development Of Monopoly Pantun UPIN IPIN Game In Learning Of 21st Century At Elementary School	171-177
31	Didactic Design For Developing Students' Creative Thinking Skill On The Topic Of Area Of Polygons In Elementary School	178-184
32	Implementation Of HOTS In The Language Classroom: Teachers' Perception	185-191
33	Undergraduates' Perception On Critical And Creative Thinking Skill Course Via Massive Open Online Course	192-201
34	Children's Parenting Patterns In Family	202-206
35	Differences In Effectiveness Between Adlerian Group Play Counseling And Classical Counseling Services In Enhancing Interpersonal Attraction Dimensions: Mix-Method Study Of Primary Grade V Students	207-214
36	"GEOPARK CILETUH" Culture Diversity (Ethnoliteracy) As Media And Source Of Social Sciences Study At Elementary School	215-219
37	How To Measure Organization Health (An Overview Of Organizational Health)	220-226
38	Profil Of Female Children Author And Its Implication Toward Affirmation Of Literacy In Elementary School	227-231
39	REACT Model (Relating, Experiencing, Applying, Cooperating, And Transferring) Environmental Based As An Effort To Improve The Quality Of Social Education In School	232-236
40	The Concept Of Rudolf Steiner's Waldorf Education In Global Society's Cultural Diversity	237-241
41	The Development Of Indonesian Interest Materials In Integrated Al Islam And Kemuhammadiyahhan To Improve Pgsd Students 'Literature Learners	242-246
42	The Differences Kindergarten Teacher Professionalism Between Certified And Uncertified (Research In Cisata, 2016)	247-251
43	The Implementation Of Technology Enhanced Conceptual Change Texts On Student's Activity And Understanding Of Electric Force	252-255
44	The Quality Of Elementary School Science Examination Test On Cognitive Process Dimensions In Curriculum 2013	256-261
45	Traditional Games Revitalization Of The Origins Through Creative Dance	262-267
46	Connecting Concepts Learning To Increase Students' Logical Thinking Ability On Geography Subject	268-274
47	Literacy In Inclusivity: IPGKIK TESL Perspective	275-279

PROSIDING SEMINAR ANTARABANGSA PEDAGOGI KE-8 (PEDA8) 2017

48	Kaedah Pengajaran Terus Nilai Ke Atas Penerapan Semangat Patriotisme Dalam Aktiviti Kokurikulum Bagi Unit Beruniform Dalam Kalangan Pelajar Sekolah Menengah	280-286
49	Kebekersanan Permainan Jawi Braille Dalam Pembelajaran Jawi	287-291
50	Keberkesanan Bidang Pedagogi Dan Budaya Terhadap Kualiti Siswa Guru Di Institut Pendidikan Guru Zon Tengah, KPM	292-299
51	Keberkesanan KIT Magic Maths Dalam Meningkatkan Penguasaan Operasi Darab Murid Pemulihan Khas: Kajian Rintis	300-309
52	Keberkesanan LMS <i>Schoology</i> Dalam Pembelajaran Bukan Bersemuka Kursus Tamadun Islam Dan Tamadun Asia (TITAS-MPU3052)	310-316
53	Keberkesanan Strategi Pelajar Dalam Mempraktikkan Kemahiran Menulis Tugas Akademik.	317-325
54	Magnetix Touch: Satu Sentuhan, Satu Bunyi, Satu Pengalaman	326-331
55	Nasihat Efektif Dalam Pendidikan Anak-Anak Berdasarkan Surah Luqman	332-339
56	Pedagogi Inklusif: Meraikan Kepelbagaian Murid Di Dalam Bilik Darjah	340-348
57	Pendedahan Muzikal Dan Kreativiti Siswa Guru Pendidikan Muzik Institut Pendidikan Guru	349-355
58	Pendidikan Seni Visual Dalam Kalangan Pelajar Orang Asli	356-362
59	Penggunaan Bahan Bantu Mengajar (BBM) Dalam Program Literasi Dan Numerasi (LINUS) Di Sekolah Rendah	363-368
60	Penggunaan E-Komik Membantu Murid Tahun 5 Menjelaskan Isi Kandungan Piagam Madinah	369-379
61	Penggunaan Model STEP Untuk Meningkatkan Pemikiran Kritis Semasa Merancang Sesi Pengajaran Dan Pembelajaran Dalam Kalangan Siswa Guru Pendidikan Jasmani	380-384
62	Penguasaan Peribahasa Dan Makna Menggunakan PISATUM: Satu Kajian Tindakan	385-390
63	Penilaian Terhadap Aspek Konteks Dan Input Berkaitan Tahap Penguasaan Hukum Tajwid Alif Lam Qamariah Dan Alif Lam Syamsiyah Di Sekolah Kebangsaan Rembang Panas, Negeri Sembilan	391-406
64	Peningkatan Pengkonsepsian Geometri Optik Murid Tingkatan 4 Dengan Ketidakupayaan Penglihatan Menggunakan KIT Pembelajaran KONAR Enhancing Conceptualization Of Form 4 Students (Visually Impaired) In Optic Geometry Using KONAR Learning KIT	407-415
65	Penjajaran Konstruktif: Analisis Proses PDPC Siswa Guru PISMP	416-422
66	Strategi Pengintegrasian Ilmu Naqli Dan Aqli Menggunakan Pendekatan 'Lesson Study' Dalam Pengajaran Guru Syariah Islamiah	423-429
67	Tahap Kefahaman Dua Pendekatan Pengajaran Bahasa Melayu Untuk Murid-Murid Masalah Pendengaran	430-448
68	Aplikasi KBAT Dalam Pengajaran Dan Pembelajaran Mata Pelajaran Pendidikan Moral Di Institut Pendidikan Guru Kampus Ilmu Khas, Kuala Lumpur	449-455
69	Aplikasi Pengamalan SPA-21 (Sistem Pendidikan Abad Ke-21) Dalam Mentransformasikan Pedagogi Guru Secara Efektif.	456-463
70	Kebolegunaan E-Pembelajaran Teradun Fotografi (e-DuFoto) Di Institut Pendidikan Guru: Tinjauan Dari Perspektif Siswa Guru	464-472

71	Persepsi Pelajar Program Ijazah Sarjana Muda Pendidikan Terhadap Keberkesanan Aktiviti Pembelajaran Abad Ke 21 Dalam Pengajaran Dan Pembelajaran Kursus Pendidikan Islam (MPU3092)	473-478
72	Sikap Terhadap Matematik Dan Kemahiran Abad Ke-21 Dalam Kalangan Guru	479-486
73	Tahap Kemahiran Pedagogi Abad Ke 21 Dalam Pengajaran Dan Pembelajaran Bahasa Melayu	487-495
74	Penilaian Refleksi Jurulatih Muda KBAT Terhadap Bengkel Pemantapan JU Muda KBAT 2017	496-501
75	Budaya Belajar Dalam Kalangan Siswa Guru IPG Kampus Ilmu Khas, Kuala Lumpur	502-509
76	Cabaran Menjadikan Penguasaan Bahasa Arab Sebagai Nilai Tambah Terhadap Guru Pendidikan Islam	510-518
77	Kebimbangan Pelajar Tingkatan 4 Terhadap Matematik	519-528
78	Kematangan Kerjaya Siswa Guru: Satu Korelasi Dengan Kursus Perkembangan Kanak-Kanak (EDUP 3023)	529-537
79	Konsep Pemikiran Sejarah Untuk Ke Arah Mencapai Kemahiran Berfikir Dalam Kalangan Murid-Murid Tentang Pemahaman Peristiwa Sejarah	538-544
80	Maklum Balas Pelaksanaan Modul 10 Minit Perhimpunan	545-553
81	Masalah Menulis Karangan Naratif Bahasa Cina Dalam Kalangan Guru Pelatih Pengajian Cina Di Sebuah Institut Pendidikan Guru	554-563
82	Penaakulan Bersyarat Dalam Konteks Yang Berbeza	564-571
83	Persepsi Guru-Guru Terhadap Penyeliaan Kurikulum Di Sekolah Menengah Daerah Subang : Membantu Guru-Guru Menghadapi Cabaran Transformasi Kurikulum	572-582
84	Sekolah Sebagai Pusat Rujukan Utama Penggunaan Bahan Bantu Mengajar Dalam Kalangan Guru Pendidikan Islam Di Sekolah Bestari	583-590
85	Sikap Pelajar Terhadap Kemahiran Menulis Tugasan Akademik	591-598
86	Standard Guru Malaysia : Penerapan Nilai Melalui Pengelolaan Aktiviti Kokurikulum Larian 7K Di IPG Kampus Ilmu Khas	599-604
87	Hubungan Dan Sumbangan Kursus Budaya Dan Pembelajaran Kepada Kualiti Siswa Guru Di IPG, Zon Tengah, KPM	605-611
88	Keberkesanan Pelaksanaan Pameran Budi Melalui Kerja Kursus Amali Seni Dan Pengurusan :Satu Tinjauan	612-616

HOW TO MEASURE ORGANIZATION HEALTH (AN OVERVIEW OF ORGANIZATIONAL HEALTH)

Sri Astuti

Muhammadiyah University of Prof. Dr. HAMKA. Jl. Limau II Kebayoran Baru Jakarta Selatan
sri_astuti@uhamka.ac.id/sriastuti99@yahoo.com

ABSTRACT

Organization health is an organization that understands what its basic needs are and is able to survive from outside interference even able to achieve the mission set. Talking about a healthy organization must take into account the differences of each organization's organizational goals, how individual goals, especially organizational goals that are accommodated by leadership in applied organizational management. Organizational management is an activity undertaken to organize, manage and make a healthy organization. Success in the management of an institution especially in the field of education, leaders who have personal characteristics that meet the criteria such as honest, transparent, intelligent, creative, tenacious, patient and friendly become the hope for every citizen in the organization. The complex organizational dynamics must also occur in the educational environment. Especially for educated citizens, the leadership style of the educational organization has a major role to the formation and character of the organization running. Organizations considered healthy not only can run well in accordance with the corridor, but also visible from the availability of goods support, money, representative buildings, reliable teachers, and other logistics. Creating a comfortable working environment through interpersonal communication is a key task for every leader including with The emotional factors, Emotional intelligence, Academic, and The correlation. A healthy organization should have a smooth communication channel formed from interactions among the organization's citizens, top leaders, co-workers, subordinates, and the surrounding environment.

Keywords: organizational health; organizational management; personal characteristics; leadership style; creating a comfortable work environment

PRELIMINARY

Healthy organizations should be dynamic and have goals and strategies that are pursued capable of producing individuals who are successful in managing the work as well as those around them. The condition of reality that often changes rapidly increasingly demands anyone who is responsible for organizing an organization to move with the times, as well as with organizations in the education environment. The increasingly complex world of education indirectly creates competitions for education to be the best, and to manifest itself to be a healthy organization it should support managers through some support including software and hardware, such as the availability of supporting facilities and infrastructure, environmental conditions, conducive culture, objective leadership, and of course the systems and strategies implemented in education operations.

The ideal university leadership can be a driving force that is expected to be a qualified leader, how to make the right program target, communicate it to the lecturers, align the implementation of the program so that it runs smoothly to monitor and evaluate the results of program implementation. Every citizen of the organization is essentially a leader, as Rasullulah SAW says. Who says "Every one of us is a leader".

Organizational Understanding

If an organization is analogous to an object, like a series of car engine systems or the human body, in which there are various devices (components) are interconnected and need each other, this is evidenced if one of the devices is not working then it can be ascertained vehicle Also will not operate, or can not run perfectly, so also happens to the organization in which there is a series of people, the arrangement of the program (planning) is supported by tools, from the bottom line up, from the start of the messenger to the director. The supreme leader has the authority and responsibility of directing his subordinates, (responsible) as well as the middle and lower level parties have responsibility for the

work bestowed upon him. Nobody is really one hundred percent more precisely need each other if one of the components of the organization fails (inconsistent) in the implementation of organizational activities then the result will be more or less the same as the case of the vehicle mentioned above.

The ongoing life of the organization is a description of the culture that occurs and is used by the citizens of the organization, which may be a description of the character of the organization's leaders as the ultimate decision-holder, how communication is created, tolerance and togetherness, cooperation, task delegation, To the rebuke and punishment to the authority of a leader, the characteristics of the organization should arise from the nature of leaders who have the confidence, optimism, skills, behavior, behavior of tactics and strategy leaders, motivation to supervision, ultimately forming an organizational culture, Rarely the education organization, threatened to go out of business because of the inability of the organization's citizens to overcome difficulties that arise, there may be things that are not balanced in the implementation of organizational programs, errors that occur can arise from any line, can Human factors as well as other supporting factors, especially for human factors, the role of leader occupies a large portion in determining the success rate of the organization. This happens because the leader is the captain who will roll out where and how the organization is run. A good organization should be built on the basis of togetherness and tolerance, how the leader's strategy of motivating and directing the organization depends on the leadership style applied by the leader itself.

The complex organizational dynamics must also occur in the educational environment. Especially for educated citizens, the leadership style of the educational organization has a major role to the formation and character of the organization running.

Success in the management of an institution especially in the field of education does require enormous energy. The figure of a leader contributes significantly. The style of leadership applied will have an impact on the health of the organization in its environment, successful or not leadership wheel we can portray through the environment where leaders work, both internally and externally. Internally, the relationship must require the readiness of the device to launch the activities, starting from human resources (HR), materials, places, programs that will support the implementation, up to the vision and mission to be implemented. It is not a new thing if leaders who have personal characteristics that meet the criteria such as honest, transparent, intelligent, creative, tenacious, patient and friendly become the hope for every citizen in the organization.

But not infrequently decisions made by a leader can be biased due to a subjective assessment. If this condition recurs then it is not impossible that there will be degradation of trust with each other. The personal approach by leaders is distinctive for each organization, because the process of approach is different, the result may not be in accordance with what it really wants to achieve. Leaders are visionary, integrative strategic thinking and empowerment that may organize the organization in a better direction. Decision-making conducted by the leader is required to accommodate the suggestions / opinions of the citizens of the organization, which of course oriented to the achievement of organizational goals.

The objectivity and openness of a leader should be able to give a positive influence on the formation of a good organizational culture so that what is expected in organizational goals is achieved (organizational health). This is the ideal condition expected by all parties to join the organization, because, leadership will always involve others who ultimately form a community that gives birth to habits that will affect the performance of the people within the organization. These people need to be supported by the ability of each leader in managing his or her own distinctive organization to bring about different results. Thus, a skilled leader in programming, delegating authority, solving problems, making decisions and managing finances

Understanding Health Organization.

The condition of an organization is considered healthy if there is an achievement of the goal of what is to be achieved. Especially within the scope of the organization of the institution, depending on what is its vision and mission, a healthy organization is an organization that can provide benefits to its members, because ideally if the organization has benefited its members, then the organization should have achieved its intended purpose. The organization in achieving its objectives is concerned with the needs of the organization and human resources by referring to the support / energy possessed as set

forth in the Educational Administration as follows: "Organizational health of education that is, that extends to which the education is meeting its basic needs while simultaneously coping With disruptive outside forces as its directs its energies towards its mission "

Health Organization is an organization that understands what its basic needs are and is able to survive from outside interference even able to achieve the mission set. Attempts to achieve goals within an organization will inevitably have many challenges and obstacles, this is a natural thing, since the so-called organization is a complex set, in which it involves people of a certain position, and different levels of intelligence, coming from the environment different levels of education, as well as habits and characters that are also different, has become the nature of human beings created with their uniqueness, in the organization differences that arise from each individual in it have the same goal that is the achievement of success Organization, for which it takes a (Leader) with all the credibility that is tested to run the organization in accordance with its purpose. If an organization is like a human being, the Organization is born, grows, grows, gets sick, rises again, then dies, but many organizations that survive are even able to grow despite facing severe obstacles, successful organizations like these who can then perform their roles As a competitive organization, so as to be an inspiration for other organizations.

Talking about a healthy organization must first take into account the differences of each organization's organizational goals, how individual goals, especially organizational goals that are accommodated by leadership in applied organizational management. The success of leadership style in general will affect the success of the organization, good leadership will certainly be oriented towards the many actions undertaken, beginning decision-making, controlling, supervision, delegation of wage-sharing duties, consistency on the implementation of the rules, improvement of welfare that included in the agenda of leadership held.

Health is often defined as a stable / prime condition, not off track. Organizational health is often described as: "Health is a state of complete physical, mental and social, well-being and not merely the absence of disease or infirmity".

Organizations considered healthy not only can run well in accordance with the corridor, but also visible from the availability of goods support, money, representative buildings, reliable teachers, and other logistics procurement some of these things is indeed an indicator of the achievement of organizational health success How a Organizations, especially educational organizations are able to anticipate the conditions that are lacking, so that the management carried out to be right on target. As described by Miles in the following explanation.

Miles described a healthy organization as surviving and surviving and extending its surviving and coping abilities "(miles, 1969, p.378). He argue that a continually ineffective organization would not be healthy. Although short-run operations on any given day may be effective or ineffective, health implies a summation of effective short-run coping.

Miles describes the health of the organization as something that can not only succeed in its own environment, but can maintain its existence in a sustainable and growing way and can maintain and even increase the skills / achievements).

Healthy organizations are able to show their self-defense, able to escape the difficulties faced and able to find solutions and alternative steps in anticipating errors in the ongoing process, able to develop themselves through the development of the citizens of the organization in general.

Leaders who are able to bring healthier organizations can think positively and effectively, assuming positive and effective thinking often yield realistic traits. "Health Organization. It is an organization's ability to function effectively, to cope Adequately, and to grow from within. Organizational Health, like personal health, may vary from a minimum to a maximal level "

Healthy organizations also need to understand the importance of each of their potential as described in the following elaboration.

"Organization is the process of so combining the facilities necessary for it execution that the duties, so formed, provide the best channels for the efficient, systematic, positive, and. Co-ordinated application

of the available effort. "The organization is a container that enables people to achieve results that previously could not be achieved individually. Organization is a coordinated unit consisting of at least two people, serves to achieve a certain goal.

The existence of interaction and communication that occurs in both is a manifestation of the seriousness of learning that occurs, in the sense of the relationship between teachers and students to be precise as well as the learning delivered by the teachers.

If the headmaster as a leader has little adoption of another education organizational management model (which he considers to be successful) is not something illegal. But be aware whether the style, as well as the decisions that apply in accordance with the circumstances we have. Given the basis of healthy means in accordance with the existing conditions within the organization that is owned. If a successful Education organization is an organization that has been able to produce output which then becomes a reliable outcome, providing salary, benefits, employee benefits equal to the resulting performance, located in strategic place, comfortable environment, has good input, Good and so forth, but that does not mean an organization becomes unhealthy if it does not meet the success standards of the education organization based on the good things mentioned above, because every education does not have the same conditions and challenges, even though it is universally welfare Which indicates great success but the success of only one individual does not show the organization to be healthy, but overall and proportional success.

Understanding the health of the organization should look at the foundation of an organization as the following explanation:

"Organization is a system of cooperative activities of two or more person something intangible and impersonal, largely a matter of relationship."

"Organization is the pattern of the people in the console, the systematic establishment and accomplishment of mutually Agreed purpose. "

The organization as the "home" of a group of people with different abilities interacts to support each other either face-to-face or not, done by them consciously in order to achieve the same goal (ie organizational success). Organizations can also be said as a place where many people are given the opportunity to express and realize their talents, and once again the potential is deliberately ejected for a success and to achieve organizational goals.

Healthy organizations need a well-coordinated management process, which includes the ordering of Planning, Organizing, Actuating, and controlling that are aligned with existing management resources such as humans, equipment and time available as written by the following oliver Sheldon.

"Organization is the process of combining the work which the parties have to perform with the faculties necessary for its execution, so that the duties so performed provide the best channels for the efficient, systematic, positive and coordinated application of effort."

Leadership Style

Leadership and participative style are often referred to as determinants of successful management of the organization, including interpersonal communication incorporated in it. For example there are employees who are always polite but not impressed to give excessive honor. The awards presented to his boss are professional and proportional, not just tactics and strategies to avoid tasks, managerial anger, or other important things related to work, but such employees are lucky employees, having been comfortable with their boss, Act and work in accordance with the portion.

Good interpersonal communication should give birth to friendship, appreciation, honesty and high work performance, the impact on the health of the organization will be very large, good communication should occur not only one direction, but able to generate feedback (from the principal to subordinates and vice versa from subordinates To headmasters, or teachers with representatives, teachers with teachers and teachers with students), and good horizontal communication among fellow teachers, representatives, fellow students, and so on, smooth interpersonal communication implies a conducive organizational condition.

Human resources are absolutely reliable and become one of the main requirements for the continuity of the organization, human resources who work with the heart (sincerity) and devote all his mind, as well as competent in his field coupled with the appropriate educational background, has a commitment and high integrity to their work. Accountability oriented to the achievement of goals is an important asset in the organization, but not infrequently changes in the characteristics of workers from conditions with good performance turned into the opposite because the organization that shelter it less or not pay attention to what the needs of workers both in the organization and personal. The needs of workers such as material needs (salary, bonus etc.) up to the psychic needs, such as protection in work, health insurance, comfort, togetherness etc. A healthy organization should have a smooth communication channel formed from interactions among the organization's citizens, top leaders, co-workers, subordinates, and the surrounding environment. If we are going to apply the decision-making done by the leader should the decision has been accommodating suggestions / opinions from all citizens that exist within the scope of the organization. This is a democratic style

Unwittingly there are among us who have felt lazy to work, or avoid work and avoid work area environment because we do not want to meet with colleagues, superiors, or subordinates. Have we ever felt disagreed or otherwise disagreed with colleagues, subordinates or superiors, this small but often neglected little conflict is actually dangerous and may adversely affect performance, which can lead to less trust in leaders. Organizational citizens are reluctant to develop the potential because there is no motivation and appreciation of the potential, lazy to convey new ideas, less attention to the problems of co-workers (no matter) compartmentalize problems and responsibilities and even avoid responsibilities. If handling such problems is likely Too late, it is feared that new problems will arise that will affect the health of the organization, much time wasted due to violation of procedures, time, loss to follow-up and so on. This requires a high level of vigilance from the leader. If this happens, there is an error or miscommunication done, either upward communication with the leader, subordinate or with co-workers.

Unwittingly there are among us who have felt lazy to work, or avoid work and avoid work area environment because we do not want to meet with colleagues, superiors, or subordinates. Have we ever felt disagreed or otherwise disagreed with colleagues, subordinates or superiors, this small but often neglected little conflict is actually dangerous and may adversely affect performance, which can lead to less trust in leaders. Organizational citizens are reluctant to develop the potential because there is no motivation and appreciation of the potential, lazy to convey new ideas, less attention to the problems of co-workers (no matter) compartmentalize problems and responsibilities and even avoid responsibilities. If handling such problems is likely Too late, it is feared that new problems will arise that will affect the health of the organization, much time wasted due to violation of procedures, time, loss to follow-up and so on. This requires a high level of vigilance from the leader. If this happens, there is an error or miscommunication done, either upward communication with the leader, subordinate or with co-workers.

Leadership is not something simple. Constructive use of authority includes the ability to formulate goals clearly and determine the steps that need to be taken to achieve them, including encouraging people to want to do what they want. Such leaders are required to fulfill the requirements of hard work, confidence, good communication skills, and awareness of our own strengths. The emerging leadership style will have an effect on the above. Whether it is a democratic, transformational, Authoritarian, laissez faire, participatory leadership style that will bring the organization into a healthier or combined direction from some of the leadership styles mentioned above.

Humans as social beings, has the duty as caliph to manage the earth and its contents, this is because that human being is the most perfect creature. In carrying out its duties humans need peers to exchange ideas and share roles. Activities performed by humans and in the end will give birth to an interaction with each other, which then leads to communication. Communication in Organizational Health.

Communication is one of the many core components that support life. It is not an exaggeration, because all living things must be communicating only through different ways. Humans as intelligent beings and high-level communicates not only using sound that comes out of the esophagus and mouth, but also uses body language, and facial expressions.

Good communication should be able to produce a good relationship, how management of communication can be influential. Leaders delegate tasks to their subordinates using communication, proper communication helps smooth organizational activity. Appropriate communication becomes a process that should involve many people in it both verbally and nonverbally. Why targeted communications seem to be a challenge, this is probably based because everyone has different characteristics. This situation is caused because human beings are unique, intelligent, always changing, and affect each other. In order to achieve the goal of good interpersonal communication there is the need we see several factors that support the success of communication such as: the communicator who convey and communicant who receives the information. Stimulus for communication. As well as feedback from people in organizations who communicate with each other is an analysis of several communication factors above. Negative effect.

Of communication that often appear more often caused by the unconventional of a communicator, so less attention or display and language communicator less convincing. Submission of irrational ideas is not up to date and lacks access to the aspirations of organizational citizens resulting in unilateral decision making, will contribute poorly to the development and effectiveness of the organization. The development of technology has an impact on the achievement of communication. Advances in communication techniques, completeness and technological sophistication are able to facilitate the achievement of communication goals, symbols and symbols to be an alternative that stimulates the achievement of communication but it is important for anyone to understand and understand the symbols in question.

The actions of a communicator (leader) will give effect to communication. Many communication done not accompanied by empathy, tolerance and appreciation usually will not produce positive feedback as expected. The effectiveness of the invitation of communicators themselves sometimes give influence to the communicant (subordinate) to follow what is desired. Many assumptions that the effectiveness of communication achievement depends on intelligence (the level of intelligence of a person) who do it, but it turns out academic intelligence alone is not enough. Good communication requires emotional intelligence, sensitivity to a problem, unintelligible empathy and so on. If in the mass communication, the majority of advertisers believe that communication will be effective if done repeatedly. This is based on psychological analysis that emphasizes the fact that repetitive activity will be effective if there is a suitable combination between motive elements, rewards and response.

Creating a Comfortable Work Environment

"Effective managers must be harsh and gentle," such expressions apply to well-regarded leaders, they are able to locate themselves appropriately, exploit situations capable of exerting men with sincerity, becoming guardians of subordinates without appearing subjective impression. .

Implementation of the constructive use of authority arising from goal-oriented leadership for the common good, being a boss is certainly not easy, even if the leadership is in a small scope, given that it is managed by a group of people with characters, family backgrounds, Education, interest, up to different potential and complex, but positively becomes a challenge for anyone who is strong to become a leader, although there are times where the atmosphere of the organization is less fun. Creating a comfortable working environment through interpersonal communication is a key task for every leader.

The workflow created will ultimately form a special environmental community that will then form a working culture / working climate that is expected in accordance with the vision and mission carried. The emotional factors that everyone has in an organization also become one of the supporters of appropriate targeted communication, in a study mentioned that the majority of those who succeed in the job and able to lead a large company are those who are able to process emotional intelligence. Antony Dio Martin in Emotional quotient shows that the influence of EQ (emotional quotient) which reaches 80-90% turns larger leads one toward success when compared to the influence of intellectual intelligence and technical ability in the background of one's success. Emotional intelligence that already exists then packed through good interpersonal communication. Academically those who are able to occupy the position of manager or top leader are those who are really normal in IQ intellectual intelligence, but emotionally and their human relationships have a special ability to socialize and communicate well, they can appreciate themselves while giving.

The correlation between the success of a leader in managing his work environment is offset by his ability to manage his emotions, such leaders are aware of the management of emotions that will impact on the quality of the resulting communication.

BIBLIOGRAPHY

Martin, Anthony Dio Martin. 2003. *Emotional Quality Management*. Jakarta: Arga.

Miles, M. B. (1969). *Planned Change and Organizational Health: Figure and Ground*, in F. D. Carver & T. J. Sergiovanni (Eds.) *Organizations and Human Behavior: Focus on Schools*, New York, McGraw Hill.

Oliver Sheldon quoted in K.D. Trivedi, *Organization and Administrative Theories*, Research Publication, Jaipur, 1999