

CHAPTER I

INTRODUCTION

A. Research Background

Yogyakarta is called a student city because the quality of education in Yogyakarta city is guaranteed. The human resources of Yogyakarta city have also been proven in the world of education, because it has been tested in the quality of education and has been proven to be included in the best row in Indonesia. Not infrequently Yogyakarta is first ranked in the world of education in Indonesia. Therefore, it is appropriate for the city of Jogja to be dubbed as a city of students.

Yogyakarta is a province consisting of 4 districts and 1 city. One of them is Kabupaten Kulon Progo. Kabupaten Kulon Progo is experiencing regional development marked by the construction of facilities and infrastructure such as airports, hotels, restaurants, tourist destinations and university buildings. Its also signifies that education in Kulon Progo district should not be left far behind the city of Yogyakarta.

Today, the issue of education is around the quality output of education activists. Starting from students or learners, educators, to educational stakeholders . In applying various learning models it would be better if it involves aspects of creativity that are the strongest support for the continuity of the learning process in the present.

Creativity is an important organizational asset that has been found to affect the well-being of organizations and organizational factors. In terms of learning to teach kreativitas within can be improved through internal and external. One of the external factors is leadership style.

Transformational leadership is a leadership style that treats subordinates like work partners and considers them mature in understanding and carrying out a job (Yukl, 2010) in Tjhahjono et al., (2018: 217-232). Leader in a transformational style makes his followers more aware of the interests and values of work, and persuades followers not to put personal interests above organizational interests.

When an individual prioritizes organizational interests over personal interests, intrinsic motivation arises in that individual. Motivation can be sourced from within a person or known as intrinsic motivation. Meanwhile, motivation that comes from outside is extrinsic motivation. Intrinsic motivation is a motivation that arises does not require external stimulation because it already exists in the individual that is in accordance with his needs (Uno, 2007) in Syafranuddin (2017).

Another factor that affects motivation is fairness. S. Hadi et al., (2020) states that distributive justice is fairness in allocating resources for the process of distribution (results) and awards to individuals in organizations such as: compensation justice, promotion, awards, assignment, evaluation, and approval, having a positive advantage or outcome for the development of the

individual or organization. Distributive justice will affect teachers' motivation and sense of commitment to their work.

Vocational High School (SMK) is a formal education that organizes vocational education at the secondary education level as an extension of junior high school (SMP) or MTs or other equivalent forms. The advantages of studying in Vocational High School (SMK) are students learn to prioritize many practices rather than theory, so that vocational graduates be formed to be ready work in Industrial. Creative and innovative learning is expected to provide the provision needed to face challenges and problems in uncertain life.

Based on the explanation above, it can be concluded that in this day and age, everything is instantaneous. Moreover, Kulon Progo Regency, which is undergoing regional infrastructure development with the establishment of the Yogyakarta International Airport, has then begun to follow the construction of hotels around the airport. That is what marks the large number of job opportunities in Kabupaten Kulon Progo. So, SMK students must be educated as well as possible in order to form a generation that is ready to work. Therefore, creative solutions are needed to educate students. Creativity is also considered an important factor in dealing with changes in the teaching and learning process. In this regard, the authors conducted a study of The Influence of Transformational Leadership, Distributive Justice and Intrinsic Motivation on Teachers Creativity at SMK N Kecamatan Pengasih.

B. Problem Formulation

Formulation of the problem in the study is as follows :

1. Does Transformasional Leadership affect teachers creativity?
2. Does Distributive Justice affect teachers creativity?
3. Does Intrinsic Motivation affect teachers creativity?

C. Purpose of Study

The purpose of this study are as follows:

1. To find out that Transformasional Leadership has an influence on teachers creativity
2. To find out that Distributive Justice has an influence on teachers creativity
3. To find out that Intrinsic Motivation has an influence on teachers creativity

D. Benefit of Research

1. Practical Benefits

The study is hoped to be a reference to dissecting Transformational Leadership, Distributive Justice and Intrinsic Motivation to Creativity. Especially for teachers at vocational high school (SMK)

2. Benefits for researchers

The study was present as a means of self-improvement and a graduation requirement in the pursuit of a college degree. It is thus hoped to provide positive experiences and studies to create competent academic scholars.