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**The Effect Of Leadership And Work Motivation On Teachers'
Work Ethos In Junior High School State Kualuh
Downstream District**

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ABSTRACT

Study this aim for study The Effect Of Leadership and Work Motivation On Teachers Work Ethos In Junior High School State Kualuh Downstream District. Study this based on because problem influencing factors teacher work ethic. Method study conducted with use approach quantitative. Method data collection is a technique or how to do for collect data. Method pointing something method so that could show us through study library and research related fields with observation, and questionnaire or questionnaire. Data analysis technique conducted with analysis regression Double, Significant Test (t), Simultaneous Test (F_{test}), and Coefficient Determination (R Test). Research Results show that the Influence Among Leadership school principals against ethos work Teacher State Junior High School in the District of Kualuh Hilir. This thing can be proven from the results of SPSS 21 data processing which is obtained from the results of hypothesis testing that shows that $sign <$ and analysis $t_{count} = 4,028$ while score $t_{table} = 1.68288$ means score $t_{count} >$ score t_{table} . Influence Among motivation teacher work on ethos Teacher's work State Junior High School in the District of Kualuh Hilir. This thing can be proven from the results of SPSS 21 data processing which is obtained from the results of hypothesis testing that show that $sign <$ and analysis $t_{count} = 7.412$ whereas score $t_{table} = 1.68288$. Influence Among leadership and motivation teacher work on ethos Teacher's work Simultaneously, all public junior high schools in the Kualuh Hilir sub-district. This thing can be proven from the results of SPSS 21 data processing which is obtained the results of hypothesis testing that show that $sign \text{ value} <$ and $F_{count} 28,547 > F_{table} 3,226$, which means leadership and work motivation have a significant influence on the ethos of teacher work in SMP Negeri Se - Kualuh Hilir District, In Thing this the effect of 0.594, or have influence as big as 59,4.

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INTRODUCTION

The era of world globalization is characterized by increasingly rapid developments fast in everything field activities, as well as in activity education. Globalization affects to development of education in Indonesia so that required source power quality human resources (HR) (Bratton, J, Gold, 2003).

(Tillar, 2001) The Indonesian government to increase education for inhabitant country no incessantly doing various activities and providing facility supporters including enforcing Law No. 14 of 2005 concerning teachers and lecturers. As conveyed in explanation general on Law No. 14 of 2005, Preamble The Constitution of the Republic of Indonesia Year 1945 states that destination education national is for protecting all nation and all spilled Indonesian blood and for advance well-being general, educating life nation, and follow doing world order based on independence, peace eternal and justice social. To realize a destination national, education is a very decisive factor.

Furthermore, Article 31 of the 1945 Constitution of the Republic of Indonesia mandates that: (1) Every citizen has the right to get an education ; (2) Every compulsory citizen follows an education foundation and the government is required to finance it ; (3) Government manage and organize one system education national, which increases faith and devotion, as well as morality glorious in the skeleton, educate life nation, governed with Law ; (4) Countries prioritize budget education at least 20% (two twenty percent) of budget state revenues and expenditures as well as from budget income and spending area for Fulfill needs organizing education nationally; and (5) Government advance knowledge and technology with respect tall religious values and unity nation for progress civilization as well as well-being people human (Dewi, 2019).

One mandate The 1945 Constitution of the Republic of Indonesia then set more carry on in Constitution Number 20 of 2003 concerning The National Education System, which has vision realization system education as institution strong and authoritative social for empowering all Indonesian citizen is developing Becomes quality human so that capable and proactive answer the ever-present challenges change. The law also mandates that secondary education in article 17 paragraph 2 further explains that junior secondary education consists of junior high schools and madrasah tsanawiyah, or other equivalent forms. Superior human resources are the main requirements for the realization of a developed nation and country. whatever big source power natural resources (SDA), capital facilities available infrastructure, ultimately in the hands of reliable human resources just the development target nation and state can be achieved. From a perspective think like this, a nation not could reach progress without the existence something a system of a good education.

Education is the basic capital for creating superior human resources. The world of primary education in school. School is one institution of alternative service education. Schools as something institutions naturally have a vision, mission, goals, and functions. To carry the mission, realize the vision, achieve goals, and run a functional school needs power professionals, work supporting organizations, and resources good financial and non-financial. School as something system has related components on each other as well contribute to achievement purpose. The components the is students, curriculum, teaching materials, teachers, principals school, energy education, environment, facilities, facilities, learning process, and results or outputs. All components must develop in accordance demands of the times and the changes environment that occurs around them. To develop naturally must there is a change process. Development should leave things that cause an organization the not could working with as good as expected. In conception development institutional reflected existence effort to introduce change method organize something institutions, structures, processes, and systems the institution concerned so that more could Fulfill his mission. because of that, the changes that occur in the institution school must cover the whole existing components in it (Rochmat et al., 2022).

Change occurs in structure, process, workforce and systems something institution and the change process that himself, concerning how the school as an institution is organized so that capable carry the mission with good. In the process of change, individual organizations and institutions increase ability and *performance* in connection with objectives, sources, and the environment. Change no will walk without Support from source power humans who are assets that can give contribution more in achievement destination organization (Ulfatin et al., 2016).

The teacher is one of the human resources in the school. Teachers according to Law No. 14 of 2005, namely: Teachers are educator professionals with the Duty main educate, teach, guide, direct, train, assess, and evaluate participant education in education child age early track formal education, education basic and education medium. In essence, A professional teacher must have a high work ethic. The teacher said to have ethos high work if he could look at her job as worship. It's a pity if a teacher doesn't have ethos high work because the teacher essentially has position glorious on the side humans and Allah SWT, their activities in giving Theory lesson is charity Jariyah for him. under Al Ghazali's opinion Let the teacher (educator) follow " the footsteps of the Prophet Muhammad; so he no look for pay, reply, and receive love, but teach because of Allah and seek proximity self to him .

Ethos work is set behavior work positive rooted in strong cooperation, fundamental beliefs, accompanied by total commitment to paradigm integral work. The teacher's work ethic is one of the attitude factors that come from within to be able to carry out and complete the work as well as possible and become a characteristic and belief of a person or in a group. Ethos also expresses the meaning of a constant inner spirit and attitude, so far as it includes certain moral pressures (Sukma & Sutarni, 2018).

According to study research supports the assumption that ethos work is a factor decisive important the implementation of more work goods and increase satisfaction work. The work ethic of teachers in schools has an important role in achieving school goals, an optimal work ethic can produce the best effort with quality work results. Based on initial observations at SMP Negeri 1 Kualuh Hilir which is one of the schools in the Kualuh Hilir District, it can be seen that the work ethic of the teachers there is still relatively low, this can be seen from the lack of enthusiasm of the teachers in doing their work, often procrastinating their work, so that the teaching task becomes neglected, the class atmosphere becomes noisy because the class is empty and there is no teacher teaching. Low ethos teacher work is also seen from still some teachers don't present, often late enter to class.

From the results of interviews that have been carried out with the Administration at the SMP Negeri 1 Kualuh Hilir school, it is found that the absence of teachers at school every month must be there. This happens because there is no teacher awareness of the importance of the work ethic that every individual teacher must have, especially in terms of respecting time at work, fostering a spirit of honesty at work, having a disciplined attitude, and being responsible for the environment. If the teacher carries out his work by assuming that work is a blessing, work is a mandate, work is a calling, work is actualization, work is worship, work is art, work is an honor, and work is service, then a great sense of responsibility will be created for the work. what he did. Work done with a sense of responsibility, the teacher's ethos will be good so that the educational goals to be achieved can be carried out well as well (Tasmara, 2002).

This condition can be carried out if the leadership in the school is carried out well, because essentially a teacher at the school where he works will surely coexist with a leader, namely the principal. Where the principal gives orders or direct influence on the teacher. This is following the definition of leadership who says that leadership is an activity to influence people to be directed to achieve organizational goals. Leadership includes the process of influencing in determining organizational goals, motivating follower behavior to achieve

goals, and influence to improve the group and its culture. In this case, the principal who becomes a leader can influence the work ethic related to the characteristics of the work ethic itself, namely professionalism, perseverance, honesty, creativity, discipline and responsibility.

(Saleh & Utomo, 2018) This is also supported by research conducted that partial leadership has an effect on work ethic, as evidenced by the results of hypothesis testing, namely the t_{test} (partial) where this variable has a sig value of $0.000 < 0.05$ and the value of t arithmetic is $8.586 > t_{\text{table}} 1.983$ so it can be concluded that H_1 is accepted, which means that there is a partially significant effect between the X_1 variable on the Y variable with the Regression Coefficient value of 0.659. Coefficient Value Regression signifies that score Leadership has a direct influence on the ethos of Work employees. Thereby there is a connection between Leadership (X_1) against the ethos of Work Employee (Y).

In addition to leadership which is a factor in influencing the work ethic of teachers, there are other things namely motivation work. A teacher can work professionally if on him there is high motivation. Employees/teachers who have high motivation usually will be doing their job with full passion and energy, because there are motives or destinations for certain background actions. That's the motive as a factor the giver of encouragement strength to him, so he willing and willing work hard (Nurjaya et al., 2021).

Work motivation is the driving force that causes a member of the organization to be willing or willing to mobilize abilities in the form of expertise and skills, energy, and time to carry out various activities that are their responsibility and fulfill their obligations, in the context of achieving predetermined organizational goals and objectives. This means that leaders, managers, and employees who have high achievement motivation will achieve a high work ethic, and conversely those with low work ethic are due to low work motivation.

Related to the description above so problem influencing factors teacher work ethic is necessary proven with stage research. Remember there is much-cited research then, needed an evaluation for measure ethos work teacher. Therefore, the author made the title of the study "The Effect of Leadership and Work Motivation on the Work Ethic of Teachers in SMP Negeri Kualuh Hilir District"

RESEARCH METHODE

This research was conducted in schools in Kualuh Hilir District, especially at the junior high school level. Study this is study correlative with use approach quantitative. Study correlative is often called with the study because a result,

with destination for knowing the connection between variable free with variable tied. Study this explains connection influence and be influenced from variables to be researched.

M method data collection is a technique or how to do for collect data. Method pointing something method so that could show us through Study Library and Research Related fields with observation, and questionnaire or questionnaire. For necessity analysis, the author collects and processes the data obtained from a questionnaire with a method that gives weight evaluation from every statement. The scale used in the questionnaire is scaling Likert with a score like the following :

S L	= Always	given score	4
S	= Often	given score	3
J	= Rarely	given score	2
T P	= Never	given score	1

In the determination scale, then used scale measurement or range scale. Whereas determination range scale they are :

$$RS = \frac{\text{nilai tertinggi} - \text{nilai terendah}}{\text{banyak kelas}}$$

The calculation is as follows:

$$RS = \frac{4 - 1}{4} = 0,75$$

The standard for category four classes are :

- 1.00 - 1.75 = bad
- 1,76 - 2.5 = pretty good
- 2,51 - 3,25 = good
- 3,26 - 4.00 = very good

Data analysis technique conducted with analysis regression Double, Significant Test (t), Simultaneous Test (F Test) and Coefficient Determination (R Test) Analysis regression multiple aims for knowing there is whether or not influence significant two or more independent variables ($X_1, X_2, X_3, \dots, X_n$) to the dependent variable (Y). (Danang Sunyoto 2012:126). The formula is as follows :

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 \dots + b_nX_n$$

In research, this analysis regression multiple is used to predict changes in leadership variables (X_1) and motivation work (X_2) on the variable to work (Y). T_{test} is performed unidirectional with an alpha of 0.05 %. According to (Suharsimin, 2000) the value of t can be calculated using the formula.

$$t = \frac{\sqrt{n - 2}}{1 - r^2}$$

Where :

r : coefficient correlation

n : amount sample

Test hypothesis with use the f test or the usual one called with Innova (*Analysis of variance*). Test ANOVA or normal f test conducted with two methods that see level significant or with comparing F_{count} with F_{table} . Test with level significant in the ANOVA table = 0.1, then H_0 is accepted (no influential). Test hypothesis according to Sugiyono (2014: 252) can use formula significant correlation double as following :

$$fh = \frac{R^2/K}{(1 - R^2)/(n - 1 - k)}$$

Where :

F_h : F_{count} to be compared with F_{table}

R : Multiple correlation coefficient

K : Number of independent variables

n : Number of samples

Formula coefficient determination is as follows:

= 2 100 %

RESULT AND DISCUSSION

Multiple Linear Regression

Multiple linear regression was done to find out the level of influence of two variables independent or more simultaneous to variable dependent. Following this is a regression test multiple Among leadership (X_1) and motivation (X_2) towards The work ethic of the teacher (Y) at State Junior High Schools throughout the Kualuh Hilir District is described in the form table under this.

Table 1.
Multiple Linear Regression
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	64,360	10,821		5.948	.000

Leadership	.111	.092	.150	1.702	.035
Motivation	.945	.174	.675	5.430	.000

a. Dependent Variable: WORK ETHOS

Based on the SPSS output results above could be seen that variable X_1 has a score significance $0.035 < 0.05$ and value $t_{count} 1.702 > 1,68288 t_{table}$ so that could be said that X_1 influences Y . Next variable X_2 obtained a score significance $0.000 < 0.05$ and $t_{value} 5.430 > t_{table} 1,68288$ so that could be said that X_2 influence Y . As for the equation multiple linear regression i.e. $Y = 64,360 + 0,111 X_1 + 0,945 X_2$.

Next spelled out results data analysis simultaneous through a table below this

Table 2.
Anova Analysis
ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	5207,564	2	2603782	28,547	.000 ^b
Residual	3557,222	39	91.211		
Total	8764,786	41			

a. Dependent Variable: ethos work

b. Predictors: (Constant), Total.X2, leadership

Based on the SPSS output above, it can be known that the score significance for the effect of X_1, X_2 on Y is $0.000 < 0.05$ and the value of $F_{count} 28,547 > F_{table} 3,226$ signify that H_0 rejected and H_0 accepted it means there is the effect of X_1 (Leadership), X_2 (Motivation) on Y (Teacher's work ethic).

Determination Test

Test this used for knowing percentage influence Among variable. Following presented a test of determination for every formula problem one, two and three.

Table 3.
Model Summary of Determination Test Results X₁ - Y
Model Summary

Mode 1	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.570 ^a	.325	.308	12,163

a. Predictors: (Constant), leadership

Table 4.
R Square
Model Summary

Mode 1	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.761 ^a	.579	.568	9,609

a. Predictors: (Constant), motivation

Table 5.
Adjusted R Square
Model Summary

Mode 1	R	R Square	Adjusted R Square	Std. The error in the Estimate
1	.771 ^a	.594	.573	9.550

a. Predictors: (Constant), leadership, motivation

From the table above is known percentage, known percentage score influence could be seen from the value of R Square every table outlined as following :

- a. coefficient determination influence leadership on teacher's work ethic is equal to 0,308, or has an influence as big as 30.8 %
- b. Coefficient determination influences the motivation of a teacher's work ethic by 0.568 or has an influence as big as 56.8 %.
- c. Coefficient determination influence leadership madrasa principal, and motivation teacher work on teacher performance of 0.594 or have influence as big as 59.4 %

DISCUSSION

Leadership Head Schools at State Junior High Schools in the District of Kualuh Hilir

Head school is leader highest in school. His leadership style is very influential and even very decisive to progress in school. As a leader, the leadership head of the school in question in the study is an activity or art that influences other people to cooperate based on that person's ability to guide others in achieving the goals desired by the group. In this case, the other person in question is the teacher.

From result analysis descriptive show that the average of 42 respondent-related leadership head school is as big as 130.07. Based on the conversion value that has been done, the *mean n score* or average response from respondents is in the interval $111.67 X < 135.33$ with amount frequency as much 14 respondents and a percentage of 33.3% which indicates that the leadership principle of a school is at category medium.

Based on the data obtained through the questionnaire leadership head school show that leadership head State Junior High Schools in the District of Kualuh Hilir are still in the category medium. This thing could be seen from 40 quantity statement questionnaires leadership head schools that can meet 8 fair indicators. In these indicators, information is obtained that the principal provides opportunities for all teachers to provide ideas or input, can solve problems between teachers without taking sides with one another, prioritize the interests of teachers over their personalities, and provide more rewards for teachers who are loyal to them. school. Next, giving suggestions is explained in indicator suggestion is influence and so on, who can move other people's hearts and suggestions have a very important role in maintaining and building price self as well as a sense of devotion, participation, and a sense of togetherness among subordinates. An indicator of the obtained information is that the principal gives good role model and shares experience work, provides a sense of togetherness between teachers and superiors, can encourage teachers to participate in every activity in the school, raise the confidence of every teacher, provide advice if something goes wrong in the work.

Next support destination explained that the Achievement destination organization no by automatic formed, but must be supported by existing leadership. because of that, so that every organization could effective in the sense of being able to reach goals that have been set, then every desired goal achieved need customized with state organization as well as allow subordinates for work same. On indicator the obtained information that the principal has high initiative in give ideas for increase results work, correcting the work done

by all teachers, mediating if there are conflicts between teachers, providing direction to each teacher in every meeting so that with the things that have been implemented achieve the desired school goals. Furthermore, the catalyst is described that a leader is said to act as a catalyst, if the leader can always improve all existing human resources, try to give reactions that generate enthusiasm and work power as quickly as possible. work better, mediate to reconcile if there are teachers who are in conflict, supervise each teacher in completing their work, encourage teachers at every opportunity and care about problems that occur at school. Next Create a sense of security. Every leader is obliged to create a sense of security for his subordinates. And this can only be done if every leader is able to maintain positive things, an attitude of optimism in dealing with all problems, so that in carrying out their duties, subordinates feel safe, free from all feelings of anxiety, worry, feel that they get security guarantees from the leadership. In these indicators, information is obtained that the principal tries to find alternative solutions if there is disharmony in the workplace, provides security guarantees for each teacher, never acts rudely when reprimanding teachers who make mistakes so that the teacher's trust in the principal appears.

Subsequent indicators As organizational representatives Every subordinate who works in any organizational unit, always views his superior or leader as having a role in all fields of activity, especially those who adhere to the principles of exemplary or role models. A leader is everything, therefore all his behavior, actions, and words will always give a certain impression on the organization. In these indicators, information is obtained that the principal has been able to reflect the school in the eyes of the community well, judged by his behavior and the way he dresses. Furthermore, a source of inspiration. A leader is essentially a source of enthusiasm for his subordinates. Therefore, every leader must always be able to arouse the enthusiasm of his subordinates so that subordinates accept and understand the goals of the organization enthusiastically and work effectively towards achieving organizational goals. This indicator has been implemented well, as can be seen in the assessment of each principal in SMP Negeri Kualuh Hilir District which reflects the exemplary nature and is in accordance with its function as a leader. And the last indicator is being appreciative. Everyone basically wants recognition and self-esteem in others. Likewise every subordinate in organization need existence recognition and awards from top because of that, be something obligation for leader for want to give appreciation or confession in form whatever to his subordinates. The information obtained from these indicators is that the principal gives an

attitude of appreciation to the teacher by maintaining good relations between the teacher and the principal.

If the eight indicators are owned by the principal, a good leader will be formed who can direct his subordinates to improve the quality of a teacher. Mulyasa also stated as quoted that head school is one structure most important in organization formal education. Leadership head good school will give impact positive and good change in system education. Furthermore, the results of this study are supported by research that has been carried out by which results in the form of strategies for school principals in developing the quality of teacher resources by holding training, seminars, workshops, and activities that add insight and knowledge of teachers, and the existence of rewards, procurement of supervision, inculcation of Islamic values such as reciting together, creating a conducive work climate, and the existence of adequate facilities/infrastructure and the use of information technology. Then states that a leader in directing employees or employees to carry out their responsibilities does not need to be based on orders or sanctions given. The task of the leader should be able to make the situation rise and maintain the ethos in order to continue to carry out their duties well, so the leader must have skills in knowing team member behavior.

Principals should be role models for their subordinates, although in some cases there are obstacles such as the pandemic period which resulted in a lack of communication between the principal and teachers. However, it has been shown that the principal is still open to managing his leadership to advance the school to achieve the agreed goals. From this, we can see that the principal at the State Junior High School in the District of Kualuh Hilir has tried his best to fulfill the responsibilities entrusted to him.

Motivation Teacher's Work at State Junior High Schools in the District of Kualuh Hilir

Work motivation is a driving force for someone to contribute as much as possible for the organization's superiors to achieve their goals, with the understanding that achieving organizational goals means achieving the personal goals of the members of the organization concerned.

Related to results analysis descriptive show that the average of 42 respondents related motivation teacher work as big as 64.5 Based on the conversion value that has been done, the mean score or average response from respondents is in the interval $58.34 < X < 70.66$ with amount frequency as much 15 respondents and a percentage as big as 35.7 which indicates that motivation teacher work is in the category medium. Based on the results of the questionnaire, it was shown that the work motivation of teachers in SMP

Negeri Se-Kecamatan Kualuh Hilir was in the medium category. This thing could be seen in 20 amount statement questionnaire motivation teacher's work, namely in the indicators of Relationships with colleagues work and boss. A harmonious atmosphere between employees is established in the workplace and there is always cooperation between subordinates with superiors and with colleagues. In these indicators, it is found that harmonious relationships exist between teachers and principals at work, and the working atmosphere in schools is very supportive for outstanding teachers, who help each other themselves. fellow teachers when there are problems, superiors motivate teachers to work optimally. Next work environment. There are adequate work support facilities under work needs and a work atmosphere that is as expected, on these indicators it is found that the facilities and infrastructure in schools are adequate, although not optimally.

Opportunities to improve knowledge and skills companies/organizations always provide education and training for their employees. In this indicator, information is obtained that teachers want schools to provide opportunities for teachers to improve their knowledge and skills to become teachers with schools providing training so that teachers are motivated. The last indicator is the provision of allowances. Companies/organizations have provided appropriate allowances for their employees, in this indicator, it is found that teachers expect the salary system at schools to be further improved by working rules under the salaries paid so that teachers will be motivated to work in teaching.

Furthermore, Increases the intrinsic motivation of teachers' work and directly increases the desire of teachers to improve teacher competence in teaching. A teacher who has motivation high intrinsic will feel enjoyment, interest, and feel happy in operating his job. From several indicators several things still need to be improved on the work motivation of teachers in SMP Negeri Kualuh Hilir District such as always *reviewing* their work, besides those school facilities being further improved, to support teacher work productivity in carrying out their duties and responsibilities, because With the work motivation that every teacher has, they will be able to maximize their duties and responsibilities at school.

Ethos Teacher's Work at State Junior High Schools in the District of Kualuh Hilir

Ethos work can be defined as set behavior work positive rooted in strong cooperation, and fundamental beliefs, accompanied by total commitment to the paradigm integral work. Then Abu Hami d defined ethos as nature, character, quality of life, morals, and style aesthetics as well as atmosphere heart somebody society. Then say that ethos is in the circle of ethics and logic that

build on values in relationship patterns Act behavior and plans humans. ethos gives color and rating to choose work, what? something profession that considered good, noble, respected, wrong and not is proud of.

From result analysis descriptive show that the average of 42 respondents related teacher performance of 142. Based on the conversion value that has been done, the mean score or average response from respondents is in the interval $133.34X < 146.66$ with amount frequency as much as 17 respondents and a percentage as big as 40.5% yang indicating that the teacher's work ethic is in the high category.

Based on results questionnaire show that teacher's work ethic is in the category high. This thing could be seen from 40 quantity statement questionnaire The teacher's work ethic is Islamic teacher's work ethic spelled out in indicator Work teacher is grace. Whatever the job, be it businessmen, office workers, or even manual laborers, that is a blessing from Allah SWT. This gift must be accepted unconditionally and done with a sincere heart. An indicator of the obtained information is that the teacher is grateful for the job he has now. The next work is trust. Whatever the profession, it is a valuable deposit that God has entrusted to us. Therefore, every Muslim must do this work wholeheartedly and responsibly. In addition, they must also stay away from disgraceful acts at work, such as corruption and so on. On indicator the obtained information that teacher finish Duty I alone no bestowed to others and done gracefully.

The third indicator of work is the call. Then work is actualization. Work is one means for reach the reality of supreme humans. Even though sometimes make tired, working stay method best for developing potency self. On the indicator the obtained information that the teacher is doing Duty I work with earnest and work Duty following procedure work that has been set. Indicator ethos fifth job that is work is worship. Working is form devotion and devotion to Allah SWT. In other words, work is also included a devotion man to the Creator. If the holding firm draft this, automatically that person will work sincerely, not for the sake of making money or position only. The next work is art. The awareness this will make somebody work with feeling happy like case To do a hobby. Work is an honor. trivial whatever work, that an honor. If you can To do profession with good, honor bigger will come approaching. And indicators final that is work is service. Man work not only to Fulfill his need alone but also to serve others because that work must be conducted with a perfect and full humble heart. of eight indicator ethos work by Islamic it turns out could is known that every teacher in SMP Negeri in the district Kualuh

Downstream already have awareness ethos good job high, no except for the minority teachers no religious Islam.

This thing is hinted at deeply in the Koran Surah Al-Israa' /17:84.

لَنْ نُلِيَّ الْكَلْبَةَ أَكْبَرُ أَهْدَى لَا

Means :

Everyone does according to their respective circumstances, So your god more knowing who is more Correct in his way

This verse gives a cue that everyone has been gifted by God the potential and inclination certain, in modern language can call with talent or talent. So someone who can with good recognize and dig potency God's gift then could realize in form skills and competencies in field certain so no something difficult for that person for could increase ethos work and earn maximum results

The Influence of Madrasah Principal Leadership and Teacher Work Motivation on Teacher Work Ethics in State Junior High Schools in Kualuh Hilir District

Based on simultaneous testing carried out through multiple correlation tests and multiple linear regression tests, it is explained that there is a correlation or relationship between the principal's leadership (X_1), teacher work motivation (X_2) and the work ethic of teachers (Y) in SMP Negeri District Kualuh, Downstream. This thing could be seen from SPSS results showing that $F_{change} 28,547 > 0.05$. Next results regression multiple obtained results that from the $t_{test} X_1$ obtained score $1.702 > t_{table} = 1,68288$ and score significance worth $0.035 < \alpha = 0.05$, so that there is influence Among leadership head h school against the work ethic of teachers at public junior high schools The District of Kualuh Hilir. Next t_{test} results X_2 obtained score $5.430 > t_{table} = 1,68288$ and score significance worth $0.001 < \alpha = 0.00$. So that there is influence motivation teacher work on teacher work ethic. As for the equation multiple linear regression $Y = Y = 64,360 + 0,111 X_1 + 0,945 X_2$. The next thing by simultaneous there is to influence the leadership head school and motivate the teachers to work on the work ethic of teachers at public junior high schools District of Kualuh Hilir. This thing could be seen from results testing by simultaneously obtained score $F_{count} 28,547 > F_{table} 3.226$ and R square of 0.594, This means that the effect of X_1, X_2 , on Y is 59.4%.

Based on the explanation of the factors that influence work ethic can be grouped into two, namely: **Internal Factors**, which include a person's predisposition that exists and has been inherent in a person, such as : religion, motivation, values adhered to, culture, mindset, personality, and so on. **External Factor**, that is things from outside that give input and influence on self someone, such as : environment, leadership, family, involvement, and so on.

Suggests that leadership could influence the results of working with his subordinates. Acceleration work or on the contrary results bait come back from nature or style from a leader. The research conducted that Skills leadership Head State Elementary School 06 Sindang Rivet as follows: skills leadership head school in creating cooperation, motivation and a good sense of family, skills head to school in influence his subordinates for doing Duty the best that is with give example role model and provide guidance and motivation to the teacher so that doing Duty with as well as possible.

CONCLUSION

Based on the results of data analysis and discussion that has been described in a chapter before, then study this obtained conclusion as follows :

1. There Influence Among Leadership school principal against ethos Teacher's work State Junior High School in the District of Kualuh Hilir. This thing can be proven from the results of SPSS 21 data processing which is obtained the results of hypothesis testing that show that sign $<$ and analysis $t_{count} = 4,028$ while score $t_{table} = 1.68288$ means score $t_{count} >$ score t_{table} which means leadership the principal has significant influence to ethos teacher work at State Junior High Schools in the District of Kualuh Hilir In Thing this the effect equal to 0,308, or have influence as big as 30.8 %.
2. There influence Among motivation teacher work on ethos Teacher's work State Junior High School in the District of Kualuh Hilir. This thing can be proven from the results of SPSS 21 data processing which is obtained the results of hypothesis testing that show that sign $<$ and analysis $t_{count} = 7.412$ whereas score $t_{table} = 1.68288$ means score $t_{count} >$ score t_{table} which means work motivation have significant influence to ethos teacher work at State Junior High Schools in the District of Kualuh Hilir In Thing this the effect of 0.568, or have influence as big as 56.8 %.
3. A danya influence Among leadership and motivation teacher work on ethos Teacher's work Simultaneously, all public junior high schools in the Kualuh Hilir sub-district. This thing can be proven from the results of SPSS 2 1 data processing which is obtained the results of hypothesis testing that show that sign value $<$ and $F_{count} 28,547 > F_{table} 3,226$, which means leadership and work motivation have a significant influence to the ethos of teacher work in SMP Negeri Se-District Kualuh Hilir, In Thing this the effect of 0.594, or have influence as big as 59.4 %.

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