

6. DISCUSSION

Authentic leadership is a modern leadership style which is practiced by leaders to deal with issues and challenges in leading the organizations of the 21st millennium [31]. Therefore, the findings of this study are expected to help school leaders to justify their leadership style and explore the best practices in improving organizational excellence. Generally, the findings of the study show the impact of authentic leadership of headmasters at a high level. The analysis of this study also found out that all four dimensions were accepted and confirmed. Consequently, the leadership practices that have been given priority among headmasters to manage the organizations is also seeking feedbacks to improve interactions with teachers and shows mutual trust in the organization [4]. For that reason, the high self-awareness of headmasters illustrates the way on how they gain inner awareness and the process of self-awareness which contributes to their actions either in taking care of teacher's welfare, constantly providing guidance, shelter or bringing positive response in the organization [10], [11].

The findings of this study also revealed that the dimension of self-awareness (KD) makes a high contribution to authentic leadership. It is in line with the study of Saffardin and Mydin [12] where the dimension of self-awareness recorded the highest mean value. On that account, the leadership practice is given priority among headmaster when managing a school and also to get feedback in improving the interactions with teachers and always show high trust in the organization [4]. In other words, self-awareness refers to the leader's awareness. The self-awareness of the headmaster shows that the understanding of how they gain their self-awareness and the contribution to the view of themselves and others by always to looking after the welfare of their teachers, providing guidance, shelter and positive responses in order to overcome the shortcomings [10], [11].

In the interval, the information processing balance dimension (KMM) is also a high-level contributor to authentic leadership. Therefore, the influence of information processing balance among authentic leaders in different studies shows positive results [5]. It is because, a wise headmaster is always alert in processing the information accurately, has a strong influence and always maintains a good relationship that will cause teachers and members of their support group to feel comfortable and safe in their workplace [10].

From the study of Saffardin and Mydin [12], it revealed that there is the difference from the findings because the appreciation of high moral values is able to contribute the headmasters to cultivate moral values by always concerning about issues and ethics in their organization towards achieving standard high morals and ethical activities. It may be due to the effect of teachers experiencing pressure at school due to misbehavior among their students and also the factors of school leaders' instructions that are not consistent at school. In addition, in a different study, it found out that the mental well-being of teachers is also affected by the workloads and genders where the female teachers with heavy tasks have a lower mental health status [31].

As comprehensive, the findings of the study showed that the level of authentic leadership practices for all dimensions was at a high level. Hence, the analysis results of this study also shows that the headmasters in Malaysia emphasize these four dimensions in their administration at a high level. Particularly, the headmasters as the leaders in schools show their sensitivity to the needs of teachers and school members [10]. This is in line with the findings of the study by Yusoff *et al.* [24] which shows that the school leaders need to be constantly aware of their leadership development so that they can improve the performance of teachers in shaping the school organization, to be more effective in creating a prosperous organizational culture and also to increase students and employee's excellence [3].

7. CONCLUSION

As a summary, the results of this study give an implication to the field of school leader's leadership and also confirm the dimensions and behaviors of school leader's authentic leadership style in developing teacher capacity. The results of the study also confirm that all four dimensions of authentic leadership are at a high level. In addition, the influence of authentic leadership of school leaders is positive and at a high level. This study could not reveal everything in detail because the selected respondents could not be generalized as a finding for the whole country. Thus, further research is suggested to other variables that can be considered to be included in the study to improve the authentic leadership of school leaders. In addition, this study can be further developed by looking at the influence of authentic leadership among teachers and its relationship with other variables shown by teachers in Malaysia. To boost on it, a qualitative approach is also suggested as an alternative method to find out on the authentic leadership practices in the future.

The Challenge Of Leadership Is There Not A Cause

Camilla Rothe



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