

ABSTRAK

**PENGARUH MOTIVASI KERJA DALAM MEMEDIASI
HUBUNGAN KEPEMIMPINAN TRANSFORMASIONAL
KEPALA SEKOLAH DENGAN KOMITMEN
ORGANISASIONAL**

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Penelitian ini bertujuan untuk: (1) menguji dan menganalisis pengaruh kepemimpinan transformasional kepala sekolah terhadap motivasi kerja guru; (2) menguji dan menganalisis pengaruh kepemimpinan transformasional kepala sekolah terhadap komitmen organisasional; (3) menguji dan menganalisis pengaruh motivasi kerja terhadap komitmen organisasional; dan (4) menguji dan menganalisis pengaruh motivasi kerja guru dalam memediasi hubungan antara kepemimpinan transformasional kepala sekolah dengan komitmen organisasional.

Penelitian ini merupakan penelitian korelasional yang dilaksanakan pada bulan Oktober 2017. Populasi penelitian ini adalah seluruh guru SMA Negeri di Kecamatan Ngaglik sebanyak 94 orang guru. Sampel diambil dengan teknik penarikan sampel jenuh. Data dikumpulkan dengan menggunakan kuesioner. Variabel penelitian meliputi kepemimpinan transformasional kepala sekolah, motivasi kerja, dan komitmen organisasional. Analisis data dilakukan dengan metode regresi sederhana dan regresi hirarkikal.

Hasil penelitian menunjukkan bahwa: (1) kepemimpinan transformasional kepala sekolah berpengaruh terhadap motivasi kerja; (2) kepemimpinan transformasional kepala sekolah berpengaruh terhadap komitmen organisasional; (3) motivasi kerja berpengaruh terhadap komitmen organisasional; dan (4) motivasi kerja memediasi hubungan antara kepemimpinan transformasional kepala sekolah dengan komitmen organisasional. Uji F menunjukkan kepemimpinan transformasional kepala sekolah dan motivasi kerja mampu menjadi prediktor komitmen organisasional.

Kata kunci: kepemimpinan transformasional kepala sekolah, motivasi kerja, komitmen organisasional.

ABSTRACT**THE MEDIATING EFFECT OF WORK MOTIVATION ON THE
RELATIONSHIP BETWEEN HEADMASTER'S
TRANSFORMATIONAL LEADERSHIP AND
ORGANIZATIONAL COMMITMENT**

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This research aimed: (1) to test and analyze the effects of headmaster's transformational leadership on work motivation; (2) to test and analyze the effect of headmaster's transformational leadership on organizational commitment; (3) to test and analyze the effect work motivation on organizational commitment; and (4) to test and analyze the mediating effect of work motivation on the relationship between the headmaster's transformational leadership and organizational commitment.

This research was essentially correlational research which was conducted in October 2017. The research population were 94 teachers of Public Senior High School in Ngaglik. The samples were taken by using saturation sampling. The data collection methods were questionnaires. The research variables were organizational commitment, headmaster's transformational leadership and work motivation. The data analysis techniques were simple linear regression and hierarchical regression.

The result of data analysis showed that: (1) the headmaster's transformational leadership had significant effect on work motivation; (2) the headmaster's transformational leadership had significant effect on organizational commitment; (3) the work motivation had significant effect on organizational commitment; and (4) the work motivation as a mediating variable of the relationship between the headmaster's transformational leadership and organizational commitment. The F test showed that headmaster's transformational leadership and work motivation as predictors of the organizational commitment.

Keyword: *headmaster transformational leadership, work motivation, organizational commitment.*