

ABSTRAK

PENGARUH BUDAYA SEKOLAH DAN KOMITMEN PERUBAHAN GURU TERHADAP KINERJA GURU

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2018

Penelitian ini bertujuan: (1) untuk menguji dan menganalisis pengaruh budaya sekolah terhadap kinerja guru; (2) untuk menguji dan menganalisis pengaruh komitmen perubahan guru terhadap kinerja guru; (3) untuk menguji dan menganalisis pengaruh budaya sekolah terhadap komitmen perubahan guru; dan (4) untuk menguji dan menganalisis pengaruh mediasi komitmen perubahan guru terhadap hubungan antara budaya sekolah dengan kinerja guru.

Penelitian ini merupakan penelitian deskriptif eksplanatori yang dilaksanakan pada bulan Agustus 2017. Populasi penelitian ini adalah seluruh guru Sekolah Menengah Kejuruan di Kecamatan Ngaglik. Sampel penelitian ini sebanyak 67 guru. Sampel diambil dengan teknik sampling jenuh. Data dikumpulkan dengan menggunakan kuesioner. Variabel penelitian ini adalah kinerja guru, budaya sekolah, dan komitmen perubahan guru. Teknik analisis data adalah regresi linier sederhana dan regresi hirarkikal.

Hasil analisis data menunjukkan bahwa: (1) ada pengaruh budaya sekolah terhadap kinerja guru; (2) ada pengaruh komitmen perubahan guru terhadap kinerja guru; (3) ada pengaruh budaya sekolah terhadap komitmen perubahan guru; dan (4) tidak ada pengaruh mediasi komitmen perubahan guru terhadap hubungan antara budaya sekolah dengan kinerja guru. Uji F menunjukkan bahwa budaya sekolah dan komitmen perubahan guru dapat menjadi prediktor kinerja guru.

Kata kunci: budaya sekolah, komitmen perubahan guru, kinerja guru

ABSTRACT**THE INFLUENCE OF SCHOOL CULTURE AND TEACHER
COMMITMENT TO CHANGE TOWARD TEACHER PERFORMANCE**

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The purposes of this study were: (1) to determine and analyze the influence of school culture toward teacher performance; (2) to determine and analyze the influence of teacher commitment to change toward teacher performance; (3) to determine and analyze the influence of school culture toward teacher commitment to change; and (4) to determine and analyze the mediation effect of teacher commitment to change on the relationship between school culture and teacher performance.

This research is an explanatory descriptive research conducted in August 2017. The population research were all teachers of Vocational High School in Ngaglik district. The sample research were 67 teachers which taken by applying saturated sampling technique. The data were collected by questionnaires. The research variables were teacher performance, school culture and teacher commitment to change. The data analysis techniques were simple linear regression and hierarchical regression.

This results of data analysis showed to that: (1) there is an influence of school culture toward teacher performance; (2) there is an influence of teacher commitment to change toward teacher performance; (3) there is an influence of school culture toward commitment to change; and (4) there is no influence of mediation effect of teacher commitment to change on the relationship between school culture and teacher performance. The F test showed that school culture and teacher commitment to change as predictors of teacher performance.

Keywords: school culture, teacher commitment to change, teacher performance

