

ABSTRAK

PENGARUH KEPEMIMPINAN TRANSFORMASIONAL KEPALA SEKOLAH, LINGKUNGAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA GURU DI SMA BENTARA WACANA MUNTILAN

Sri Handayani
Universitas Sanata Dharma
2018

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kepemimpinan transformasional kepala sekolah, lingkungan kerja dan motivasi kerja terhadap kinerja guru. Penelitian ini merupakan penelitian deskriptif kuantitatif.

Penelitian ini dilaksanakan Juni 2017. Populasi penelitian ini adalah semua guru SMA Bentara Wacana Muntilan. Teknik sampling menggunakan sampel jenuh yang berjumlah 30 orang guru. Teknik pengumpulan data dengan menggunakan kuesioner. Teknik analisis data menggunakan regresi berganda dan regresi sederhana.

Hasil penelitian menunjukkan bahwa: (1) kepemimpinan transformasional kepala sekolah dan lingkungan kerja berpengaruh positif terhadap motivasi kerja; (2) motivasi kerja berpengaruh positif terhadap kinerja guru. Kepemimpinan transformasional kepala sekolah dan lingkungan kerja mempunyai pengaruh sebesar 26,9% terhadap motivasi kerja, sedangkan 73,1% dipengaruhi oleh variabel di luar penelitian. Motivasi kerja mempunyai pengaruh sebesar 27,3% terhadap kinerja guru, sedangkan sisanya 72,7% dipengaruhi oleh variabel di luar penelitian ini.

Kata kunci: kepemimpinan transformasional kepala sekolah, lingkungan kerja, motivasi kerja, kinerja guru

ABSTRACT

*THE EFFECTS OF HEADMASTER'S TRANSFORMATIONAL LEADERSHIP,
THE WORK ENVIRONMENT AND THE WORK MOTIVATION ON TEACHER'S
PERFORMANCE IN BENTARA WACANA SENIOR HIGH SCHOOL,
MUNTILAN*

*Sri Handayani
Sanata Dharma University
2018*

This research aims to examine and analyze the effects of headmaster's transformational leadership, the work environment and the work motivation on teachers performance. This research is a descriptive quantitative.

The research was carried out in June 2017. The research population was all the teachers of Bentara Wacana Senior High School in Muntilan. The research samples were 30 teachers who were selected by saturation sampling technique. The data gathering technique was a questionnaire. The data analysis technique are multiple regression and simple regression.

The results of data analysis showed that: (1) the headmaster's transformational leadership and the work environment had positive effects on the work motivation and (2) the work motivation had positive effect on teacher's performance. The headmaster's transformational leadership and the work environment had 26.9% effects on the work motivation, while 73.1% was affected by other variables. The work motivation had 27.3% effects on the teachers performance, while 72,7% was affected by other variables.

Keywords: headmaster's transformational leadership, the work environment, the work motivation, teacher's performance