

ABSTRAK

PENGARUH KEPEMIMPINAN TRANSFORMASIONAL KEPALA SEKOLAH, BUDAYA SEKOLAH, DAN KOMITMEN ORGANISASIONAL TERHADAP KINERJA GURU SMA NEGERI DI KABUPATEN KLATEN

Yuliana Ayu Wulaningsih
Universitas Sanata Dharma
2018

Penelitian ini bertujuan untuk: (1) menguji dan menganalisis pengaruh kepemimpinan transformasional kepala sekolah terhadap kinerja guru; (2) menguji dan menganalisis pengaruh budaya sekolah terhadap kinerja guru; (3) menguji dan menganalisis pengaruh komitmen organisasional terhadap kinerja guru; dan (4) menguji dan menganalisis pengaruh kepemimpinan transformasional kepala sekolah, budaya sekolah dan komitmen organisasional terhadap kinerja guru.

Penelitian ini merupakan penelitian eksplanatori yang dilaksanakan pada bulan Juli-Agustus 2018. Populasi penelitian ini adalah guru-guru SMA Negeri 1 Karangnongko, SMA Negeri 1 Jogonalan, SMA Negeri 1 Prambanan dan SMA Negeri 3 Klaten sejumlah 252 guru. Sampel penelitian sebanyak 154 guru dengan teknik sampling *accidental sampling*. Data dikumpulkan dengan menggunakan kuesioner. Teknik analisis data dengan analisis regresi berganda.

Hasil penelitian menunjukkan bahwa: (1) kepemimpinan transformasional kepala sekolah berpengaruh terhadap kinerja guru; (2) budaya sekolah tidak berpengaruh terhadap kinerja guru; (3) komitmen organisasional berpengaruh terhadap kinerja guru; dan (4) kepemimpinan transformasional kepala sekolah, budaya sekolah dan komitmen organisasional berpengaruh terhadap kinerja guru. Uji F menunjukkan kepemimpinan transformasional kepala sekolah, budaya sekolah dan komitmen organisasional mampu menjadi prediktor kinerja guru.

Kata kunci: kepemimpinan transformasional kepala sekolah, budaya sekolah, komitmen organisasional, dan kinerja guru.

ABSTRACT**THE EFFECT OF TRANSFORMATIONAL SCHOOL PRINCIPAL LEADERSHIP, SCHOOL CULTURE, AND ORGANIZATIONAL COMMITMENT ON TEACHER PERFORMANCE IN SMA NEGERI KLATEN**

Yuliana Ayu Wulaningsih
Sanata Dharma University
2018

This study aims: (1) to find out the effect of transformational school principal leadership on teacher performance; (2) to find out the effect of school culture on teacher performance; (3) to find out the effect of organizational commitment on teacher performance; and (4) to find out the effect of transformational school principal leadership, school culture and organizational commitment on teacher performance.

This research is an explanatory study carried in July-August 2018. The population of this study were 252 teachers in SMA Negeri 1 Karangnongko, SMA Negeri 1 Jogonalan, SMA Negeri 1 Prambanan and SMA Negeri 3 Klaten. The research sample covered 154 teachers which taken using accidental sampling. The data collection method was a questionnaire. The data analysis technique was a multiple regression analysis.

*The results of data analysis showed that: (1) transformational school principal leadership had an effect on teacher performance; (2) school culture had no effect on teacher performance; (3) there was an effect of organizational commitment on teacher performance; and (4) transformational school principal leadership, school culture, and organizational commitment had an effect on teacher performance. The *F* test showed that transformational school principal leadership, school culture and organizational commitment could be as predictors of teacher performance.*

Keywords: *transformational school principal leadership, school culture, organizational commitment, and teacher performance.*