

ABSTRAK

PENGARUH KEPEMIMPINAN TRANSFORMASIONAL KEPALA SEKOLAH DAN MOTIVASI KERJA TERHADAP PROFESIONALISME GURU DAN KINERJA GURU

Maria Tri Isnawati
Universitas Sanata Dharma
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Penelitian ini adalah penelitian korelasional. Penelitian ini bertujuan untuk menguji dan menganalisis: (1) pengaruh kepemimpinan transformasional kepala sekolah terhadap profesionalisme guru; (2) pengaruh motivasi kerja terhadap profesionalisme guru; (3) pengaruh kepemimpinan transformasional kepala sekolah terhadap kinerja guru; (4) pengaruh motivasi kerja terhadap kinerja guru; (5) pengaruh profesionalisme guru terhadap kinerja guru; dan (6) pengaruh mediasi profesionalisme guru hubungan kepemimpinan transformasional kepala sekolah dan motivasi kerja terhadap kinerja guru.

Penelitian dilakukan pada bulan Mei 2016. Populasi penelitian sebanyak 145 orang yaitu guru-guru SMA N 1 Klaten dan SMA N 2 Klaten. Sampel penelitian sebanyak 106 orang. Sampel diambil dengan teknik sampelaksidental. Teknik pengumpulan data menggunakan kuesioner. Data dianalisis dengan menggunakan teknik analisis regresi ganda dan analisis jalur.

Hasil penelitian menunjukkan bahwa: (1) kepemimpinan transformasional kepala sekolah berpengaruh signifikan terhadap profesionalisme guru; (2) motivasi kerja berpengaruh signifikan terhadap profesionalisme guru; (3) kepemimpinan transformasional kepala sekolah berpengaruh signifikan terhadap kinerja guru; (4) motivasi kerja berpengaruh signifikan terhadap kinerja guru; (5) profesionalisme guru berpengaruh positif terhadap kinerja guru; dan (6) profesionalisme guru tidak memediasi hubungan kepemimpinan transformasional kepala sekolah dan motivasi kerja terhadap kinerja guru. Uji F menunjukkan kepemimpinan transformasional kepala sekolah, motivasi kerja dan profesionalisme guru mampu menjadi prediktor kinerja guru.

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

ABSTRACT**THE EFFECTS OF HEADMASTER'S TRANSFORMATIONAL LEADERSHIP TEACHER'S WORK MOTIVATION AND PROFESSIONALISM TOWARD TEACHER'S PERFORMANCE**

Maria Tri Isnawati
Universitas Sanata Dharma
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This research was essentially correlational. It was intended to examine and analyze: (1) the effects of headmaster's transformational leadership toward teacher professionalism, (2) the effects of teachers' work motivation toward their professionalisms; (3) the effects of headmaster's transformational leadership toward teacher performance; (4) the effects of teachers' work motivation toward their performance; (5) the effects of teacher professionalism toward their performance; and (6) the effects of teacher professionalism as a mediating variable toward the relationship between the transformational leadership of headmaster and teachers' work motivation and their performance.

This research was conducted in May 2016. The population were 145 teachers of Public Senior High School in Klaten District. The samples were 106 High School teachers of Klaten District who were selected by accidental sampling technique. The data gathering technique was that of questionnaire and the data analysis was done by using *multiple regression* and *path analysis*.

The results showed that: (1) the headmaster's transformational leadership had significant effects toward teacher professionalism; (2) the motivation work had significant effect toward teacher professionalism; (3) the headmaster's transformational leadership had significant effects toward teacher performance; (4) the teachers' work motivation had significant effects toward their performance; (5) the teacher professionalism had significant effects toward their performance; and (6) there was no effect of teacher professionalism as a mediating variable toward the relationship between the transformational leadership of headmaster and teachers' work motivation and their performance. The F test showed that transformational leadership of headmaster, the teachers' work motivation and their professionalism can be predictor of their performance.

Keyword: transformational leadership of headmaster, work motivation, teacher professionalism, teacher performance