

ABSTRACT

Angela Nining Yulianingsih (01669200056)

THE EFFECT OF TRANSFORMATIONAL LEADERSHIP AND ORGANIZATIONAL CULTURE ON TEACHER PERFORMANCE WITH JOB SATISFACTION AS A MEDIATION IN SD STRADA BRANCH JAKARTA PUSAT-BARAT-SELATAN

(xvi + 103 pages: 13 images; 21 tables; 8 appendices)

The pandemic has had an impact on the world of education, especially on the teacher's performance. This study aims to analyze the effect of *transformational* leadership, organizational culture on teacher performance through job satisfaction as a mediating variable during the pandemic. The approach used in this research is quantitative, PLS-SEM (Partial Least Square – Structural Equation Modeling) with data collection using a questionnaire. This research was conducted at SD Strada Cabang Jakarta Pusat Barat Selatan, with a total population of 100 teachers, data processing using SmartPLS version 3.2.9. The results showed that leadership style and organizational culture had a positive influence on job satisfaction. The job satisfaction as a mediating in the relationship between *transformational* leadership and teacher performance and between organizational culture and teacher performance during the pandemic.

Keywords: Transformational Leadership, Organizational Culture, Job Satisfaction, Teacher Performance

Reference: 58 (2005 - 2022)

ABSTRAK

Angela Nining Yulianingsih (01669200056)

PENGARUH KEPEMIMPINAN *TRANSFORMATIONAL* DAN BUDAYA ORGANISASI TERHADAP KINERJA GURU DENGAN MEDIASI KEPUASAN KERJA DI SD STRADA CABANG JAKARTA PUSAT-BARAT-SELATAN

(xvi + 103 halaman: 13 gambar; 21 tabel; 8 lampiran)

Pandemi membawa dampak dalam dunia pendidikan, terutama kinerja guru. penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan *transformational*, budaya organisasi terhadap kinerja guru melalui kepuasan kerja sebagai variabel mediasi di masa pandemi. Pendekatan yang digunakan dalam penelitian ini adalah pendekatan kuantitatif PLS-SEM (*Partial Least Square – Structural Equation Modeling*) dengan pengumpulan data menggunakan kuesioner. Penelitian ini dilakukan di SD Strada Cabang Jakarta Pusat Barat Selatan, dengan responden seluruh populasi sebanyak 100 guru, pengolahan data menggunakan *SmartPLS* versi 3.2.9. Hasil penelitian menunjukkan gaya kepemimpinan dan budaya organisasi mempunyai pengaruh positif terhadap kepuasan kerja. Kepuasan kerja memediasi antara hubungan kepemimpinan *transformational* dengan kinerja guru dan antara budaya organisasi dengan kinerja guru di masa pandemi.

Kata kunci: Kepemimpinan *Transformational*, Budaya Organisasi, Kepuasan Kerja, dan Kinerja Guru

Referensi: 58 (2005 - 2022)