

ABSTRACT

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THE EFFECT OF TRANSFORMATIONAL LEADERSHIP AND LEARNING ORGANIZATION ON TEACHER COMMITMENT AT SIS SOUTH JAKARTA SCHOOL WITH MOTIVATION AS AN INTERVENING VARIABLE

(**xv** + 129 pages; 13 pictures; 17 tabels; 5 appendices)

Motivated teachers will have more high commitment which will increase teacher performance and loyalty in an organization. Increase teacher commitment, many factors influence, including transformational leadership, learning organization, and motivation. This study aims to analyze the effect of transformational leadership, learning organization, and motivation on teacher commitment at the SIS South Jakarta school in South Jakarta. This study uses a quantitative approach with the method of path analysis to determine the correlation between research variables. The data collection technique used is a questionnaire. Data analysis by descriptive analysis and statistical analysis using SmartPLS software through Structural Equation Modeling (SEM). The research subjects were 40 teachers who taught at the SIS South Jakarta school. The results of the study showed that transformational leadership, learning organization, and motivation had a positive effect on the organizational commitment of the SIS South Jakarta school teachers.

Keywords: transformational leadership, learning organization, motivation, teacher organizational commitment.

References: 95 (1978-2022)

ABSTRAK

PENGARUH *TRANSFORMATIONAL LEADERSHIP* DAN *LEARNING ORGANIZATION* TERHADAP KOMITMEN GURU SEKOLAH SIS SOUTH JAKARTA DENGAN MOTIVASI SEBAGAI VARIABEL INTERVENING

(xv + 129 halaman: 13 gambar; 17 tabel; 5 lampiran)

Guru yang termotivasi akan lebih memiliki komitmen yang tinggi yang akan meningkatkan *performance* dan loyalitas guru di dalam suatu organisasi. Dalam upaya meningkatkan komitmen guru banyak faktor yang mempengaruhinya, diantaranya adalah *transformational leadership*, *learning organization*, motivasi. Penelitian ini bertujuan untuk menganalisis pengaruh *transformational leadership*, *learning organization*, dan motivasi terhadap komitmen guru di sekolah SIS South Jakarta yang berada di Jakarta Selatan. Penelitian ini menggunakan pendekatan kuantitatif dengan metode analisis jalur untuk mengetahui korelasi antar variabel penelitian. Teknik pengumpulan data yang dilakukan adalah dengan menggunakan kuesioner. Analisa data dengan analisis deskripsi dan analisa statistika menggunakan software SmartPLS melalui Structural Equation Modelling (SEM). Subjek penelitian adalah 40 guru yang mengajar di sekolah SIS South Jakarta. Hasil penelitian menunjukkan bahwa *transformational leadership*, *learning organization* dan motivasi berpengaruh positif terhadap komitmen organisasi guru sekolah SIS South Jakarta.

Kata Kunci: *transformational leadership*, *learning organization*, motivasi, komitmen organisasi guru.

Referensi: 95 (1978-2022)