ABSTRACT

Riyanti (01669220040)

THE INFLUENCE OF TEACHERS' SUPERVISION, WORK CULTURE, AND ORGANIZATIONAL COMMITMENT ON TEACHERS' PERFORMANCE AT XYZ BINTARO HIGH SCHOOL
(xv + 105 pages, 22 tables, 7 figures, 17 appendices)

One of the most important components of an educational institution is the teachers. The quality of education is greatly influenced by the quality of teachers as educators. One desired quality is performance, which reflects the teachers' ability to achieve optimal organizational results. This study aims to examine the influence of supervision on organizational commitment, work culture on organizational commitment, supervision on teachers' performance, work culture on teachers' performance, and organizational commitment on teachers' performance at XYZ Bintaro High School. This research employs a quantitative approach with the PLS-SEM method to analyze the path coefficient influence on the variables studied. The study's respondents consist of 41 teachers at XYZ Bintaro High School, who filled out surveys via Google Forms using a census approach. The collected data were analyzed using the PLS-SEM (Partial Least Squares - Structural Equation Modeling) method with the SmartPLS 4.0 application. The results of this study indicate that supervision positively influences organizational commitment, work culture positively influences organizational commitment, supervision positively influences teachers' performance, work culture influences teachers' performance, and organizational commitment positively influences teachers' performance.

Keywords: Teachers' Supervision, Work Culture, Organizational Commitment, Teachers' Performance

ABSTRAK

Riyanti (01669220040)

PENGARUH SUPERVISI GURU, BUDAYA KERJA, DAN KOMITMEN ORGANISASI TERHADAP KINERJA GURU SMA XYZ BINTARO
(xv + 105 halaman, 22 tabel, 7 gambar, 17 lampiran)

Kualitas pendidikan sangat dipengaruhi oleh kualitas guru sebagai tenaga pendidik. Salah satu kualitas yang diinginkan adalah kinerja, yang menunjukkan kemampuan guru dalam mencapai hasil optimal di dalam organisasi. Tujuan penelitian ini adalah untuk mengkaji pengaruh supervisi terhadap komitmen organisasi, budaya kerja terhadap komitmen organisasi, supervisi terhadap kinerja guru, budaya kerja terhadap kinerja guru, dan komitmen organisasi terhadap kinerja guru di SMA XYZ Bintaro. Penelitian ini menggunakan pendekatan kuantitatif dengan metode PLS-SEM untuk menganalisis pengaruh koefisien jalur terhadap variabel-variabel yang diteliti. Responden penelitian terdiri atas 41 guru di SMA XYZ Bintaro yang mengisi survei melalui Google Forms dengan pendekatan sensus. Data yang terkumpul kemudian dianalisis menggunakan metode PLS-SEM (Partial Least Squares - Structural Equation Modeling) melalui aplikasi SmartPLS 4.0. Hasil penelitian ini menunjukkan bahwa supervisi berpengaruh positif terhadap komitmen organisasi, budaya kerja berpengaruh positif terhadap komitmen organisasi, supervisi berpengaruh positif terhadap kinerja guru, budaya kerja berpengaruh terhadap kinerja guru, dan komitmen organisasi berpengaruh positif terhadap kinerja guru.

Kata Kunci: Supervisi Guru, Budaya Kerja, Komitmen Organisasi, Kinerja Guru
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