

ABSTRACT

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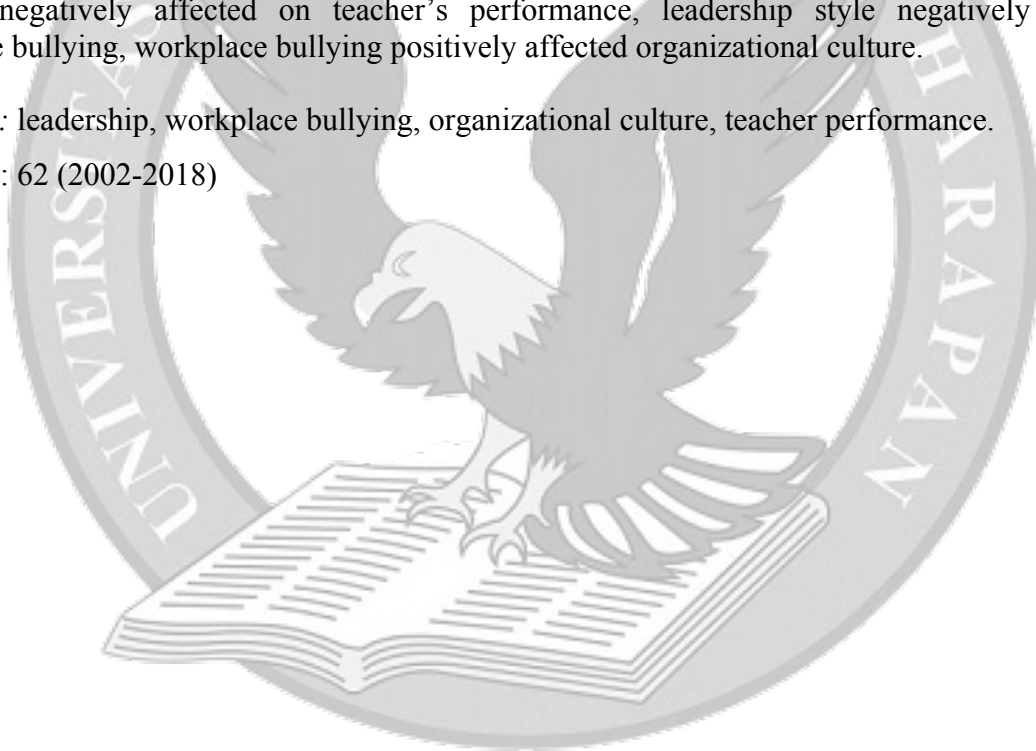
THE EFFECT OF PRINCIPAL LEADERSHIP STYLE AND WORKPLACE BULLYING ON TEACHER'S PERFORMANCE WITH ORGANIZATIONAL CULTURE AS AN INTERVENING VARIABLE IN SMP MIS GRAND SURYA JAKARTA BARAT

(xv + 104 pages; 7 figures; 14 tables; 9 attachments)

Teacher's performance in the school had a very important role toward the students progress. There were many factors that influence teacher's performance, such as principal leadership factor, workplace bullying factor, and organizational culture. This research aimed to find out the effect of principal leadership style, workplace bullying, and organizational culture as an intervening variable on teacher's performance. The subjects of the research were 31 teachers who has been teaching in SMP MIS Grand Surya Jakarta Barat. Design of the research was using PLS-SEM method with quantitative approach. The results obtained showed that the principal leadership positively affected teacher's performance, principal leadership positively affected organizational culture, workplace bullying negatively affected on teacher's performance, leadership style negatively affected workplace bullying, workplace bullying positively affected organizational culture.

Keywords: leadership, workplace bullying, organizational culture, teacher performance.

Reference: 62 (2002-2018)



ABSTRAK

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PENGARUH GAYA KEPEMIMPINAN KEPALA SEKOLAH DAN PERUNDUNGAN DI TEMPAT KERJA TERHADAP KINERJA GURU DENGAN BUDAYA ORGANISASI SEBAGAI VARIABEL *INTERVENING* DI SMP MIS GRAND SURYA JAKARTA BARAT
(xv + 104 halaman; 7 gambar; 14 tabel; 9 lampiran)

Kinerja guru di sekolah memiliki peran yang sangat penting terhadap kemajuan siswa-siswinya. Banyak faktor yang mempengaruhi kinerja guru, di antaranya adalah faktor kepemimpinan kepala sekolah, perundungan di tempat kerja, dan budaya organisasi. Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan kepala sekolah, perundungan di tempat kerja, dan budaya organisasi sebagai variabel *intervening* terhadap kinerja guru. Subyek penelitian adalah 31 orang guru yang mengajar di SMP MIS Grand Surya Jakarta Barat. Desain penelitian yang digunakan adalah PLS-SEM dengan pendekatan kuantitatif. Hasil penelitian yang diperoleh menunjukkan bahwa gaya kepemimpinan kepala sekolah berpengaruh positif terhadap kinerja guru, kepemimpinan kepala sekolah berpengaruh positif terhadap budaya organisasi, perundungan berpengaruh negatif terhadap kinerja guru, budaya organisasi berpengaruh positif terhadap kinerja guru, kepemimpinan berpengaruh negatif terhadap perundungan, perundungan berpengaruh positif terhadap budaya organisasi.

Kata kunci: kepemimpinan, perundungan, budaya organisasi, kinerja guru.

Referensi: 62 (2002-2018)

