

ABSTRAK

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PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL KEPALA SEKOLAH, KEPUASAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA GURU DI SEKOLAH XYZ

(xvi + 95 halaman; 19 tabel; 7 gambar; 5 lampiran)

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan transformasional kepala sekolah, kepuasan kerja dan motivasi kerja terhadap kinerja guru. Penelitian ini dilakukan di Sekolah XYZ, Jakarta. Kecenderungan turunnya jumlah kehadiran dan naiknya faktor keterlambatan guru menjadi hal yang perlu dicermati, karena dapat berpengaruh pada kinerja guru yang pada akhirnya mempengaruhi proses belajar mengajar. Penelitian ini bersifat kuantitatif dan merupakan penelitian sensus terhadap 28 orang guru-guru di Sekolah XYZ sebagai responden. Pengumpulan data berupa kuesioner dengan menggunakan skala *Likert* sebagai instrumen penelitian. Kuesioner yang digunakan menguji empat variabel, yaitu variabel gaya kepemimpinan kepala sekolah, kepuasan kerja dan motivasi kerja sebagai variabel bebas, sedangkan kinerja guru sebagai variabel terikat. Hipotesis dalam penelitian ini menggunakan analisis jalur dengan metode *Partial Least Square* yang dilakukan dengan program *SmartPLS 2.0*. Hasil uji hipotesis menunjukkan bahwa gaya kepemimpinan transformasional kepala sekolah berpengaruh positif terhadap kinerja guru, kepuasan kerja berpengaruh positif terhadap kinerja guru dan motivasi kerja juga berpengaruh positif terhadap kinerja guru. Diantara ketiganya kepuasan kerja memberikan pengaruh paling besar.

Kata kunci: kepemimpinan transformasional, kepuasan kerja, motivasi kerja, kinerja guru.

Referensi: 57 (1988-2015)

ABSTRACT

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THE EFFECT OF PRINCIPAL'S TRANSFORMATIONAL LEADERSHIP STYLE, JOB SATISFACTION AND JOB MOTIVATION ON JOB PERFORMANCE OF TEACHERS IN SCHOOL OF XYZ

(xvi + 95 pages; 19 tables; 7 pictures; 5 addendums)

The aim of research was to analyze the influence of principal's transformational leadership style, job satisfaction and job motivation on job performance teachers. The study was conducted in School of XYZ, Jakarta. The teacher's presence trends to decrease, followed by the increasing of their tardiness. These problems have put an effect on teachers performance, that eventually influence the teaching and learning process. The method of research was quantitative using a census study. Teachers of school XYZ as respondents of the study. The data were collected using a questionnaire with a Likert scale as a research instrument. The questionnaire consisted of four variables, namely principal's transformational leadership style, job satisfaction and job motivation as independent variables, and teacher's job performance as the dependent variable. The hypothesis was tested using path analysis with Partial Least Squares method performed with *SmartPLS* version 2.0. The study found that transformational leadership style of principal has a positive effect on job performance teacher. Job satisfaction was also a positive impact on job performance teacher, and job motivation was also found a positive influence on teacher's job performance. Among these variables, job satisfaction gave the most influence.

Key words: transformational leadership, job satisfaction, job motivation, job performance teacher.

Reference: 57 (1988-2015)