

ABSTRACT

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“THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP, ORGANIZATIONAL CULTURE, AND JOB SATISFACTION ON TEACHER JOB PERFORMANCE IN SDK XYZ”

(xv + 94 pages + 5 figures + 24 tables + 9 appendices)

Achievement of quality education through qualified and satisfied human resources, with assessment by the role of transformational leadership and organizational culture to achieve increased teacher performance. This study aims to determine: (1) The effect of transformational leadership on job satisfaction, (2) The influence of organizational culture on job satisfaction, (3) The effect of transformational leadership on teacher performance, (4) The influence of organizational culture on teacher performance, (5) The influence job satisfaction on job performance. The subjects of this research were leadership at school and 56 teachers at SDK XYZ. The census technique used for sampling is all teachers. Data collection techniques were carried out through a questionnaire with a Likert scale. Statistical analysis in this study using Partial Least Square with the help of the Smart-PLS 3.0 program. The results of this study indicate: (1) There is a positive influence of transformational leadership on job satisfaction with a contribution of 49,9%, (2) There is a positive influence of organizational culture on job satisfaction with a contribution of 36,8%, (3) There is a positive influence of transformational leadership on teacher job performance with a contribution of 10,9%, (4) There is a positive influence of organizational culture on teacher job performance with a contribution of 11,5%, (5) There is a positive influence of job satisfaction on teacher job performance with a contribution of 46,6%.

Keywords: Teacher’s Job Performance, Transformational Leadership, Organizational Culture and Job Satisfaction.

References: 50 (1988-2020)

ABSTRAK

Firman Jouhara Panjaitan (01669190073)

“PENGARUH KEPEMIMPINAN *TRANSFORMATIONAL*, BUDAYA ORGANISASI, DAN KEPUASAN KERJA TERHADAP KINERJA GURU DI SDK XYZ”

(xv + 94 halaman + 9 gambar + 24 tabel + 9 lampiran)

Pencapaian pendidikan yang bermutu melalui SDM yang berkualitas dan terpuaskan, dengan didorong oleh peran kepemimpinan *transformational* dan budaya organisasi untuk tercapainya peningkatan kinerja guru. Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh kepemimpinan *transformational* terhadap kepuasan kerja, (2) Pengaruh budaya organisasi terhadap kepuasan kerja, (3) Pengaruh kepemimpinan *transformational* terhadap kinerja guru, (4) Pengaruh budaya organisasi terhadap kinerja guru, (5) Pengaruh kepuasan kerja terhadap kinerja guru. Subyek penelitian ini adalah pimpinan di sekolah dan para guru di SDK XYZ sebanyak 56 orang. Teknik sensus digunakan untuk pengambilan sampel yaitu seluruh guru. Teknik pengumpulan data dilakukan melalui kuesioner dengan skala likert. Analisis statistik dalam penelitian ini menggunakan *Partial Least Square* dengan bantuan program *SmartPLS 3.0*. Hasil penelitian ini menunjukkan: (1) Terdapat pengaruh positif kepemimpinan *transformational* terhadap kepuasan kerja dengan kontribusi sebesar 49,9%, (2) Terdapat pengaruh positif budaya organisasi terhadap kepuasan kerja dengan kontribusi sebesar 36,8%, (3) Terdapat pengaruh positif kepemimpinan *transformational* terhadap kinerja guru dengan kontribusi sebesar 10,9%, (4) Terdapat pengaruh positif budaya organisasi terhadap kinerja guru dengan kontribusi sebesar 11,5%, (5) Terdapat pengaruh positif kepuasan kerja terhadap kinerja guru dengan kontribusi sebesar 46,6%.

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

Referensi: 50 (1988 – 2020)