

## ABSTRACT

Bernardus Boli (01669210085)

**THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP OF THE SCHOOL PRINCIPAL AND ORGANIZATIONAL CULTURE ON TEACHER PERFORMANCE WITH THE MEDIATION OF ORGANIZATIONAL COMMITMENT OF TEACHERS IN SMP XYZ IN JAKARTA**

(xiv + 157 pages: 7 figures; 15 tables; 8 attachments)

Transformative leadership of a school principal, organizational culture and organizational commitment, have a positive effect on a teacher's performance satisfaction. The increase in teacher performance will positively emerged if it is supported by the leader, values capability, and positive motivation, developed in the organization in accordance with commitment to organizational life. The objectives of this research is to understand and to know the influence of the principal's transformational leadership and organizational culture toward the teacher's performance that is arbitrated by organizational commitment. The subjects of the research are 85 teachers of junior secondary school in Jakarta. Design which is undergone in the research is a path analysis with a quantitative approach. The result of the research shows that the principal's transformational leadership has a positive effect on the teacher performance, organizational culture has a positive effect on the teacher performance, and organizational commitment has a positive effect on the teacher performance.

*Keywords: transformational leadership, organizational culture, organizational commitment, teacher performance*

References: 70 (2013-2023)

## ABSTRAK

Bernardus Boli (01669210085)

**PENGARUH *TRANSFORMATIONAL LEADERSHIP* KEPALA SEKOLAH  
DAN *ORGANIZATIONAL CULTURE* TERHADAP *TEACHER  
PERFORMANCE* DENGAN MEDIASI *ORGANIZATIONAL COMMITMENT*  
GURU DI SMP XYZ WILAYAH JAKARTA**

(xiv + 157 halaman: 7 gambar; 15 tabel; 8 lampiran)

Kepemimpinan seorang kepala sekolah yang transformatif, budaya organisasi serta komitmen organisasi berpengaruh positif pada kepuasan kinerja seorang guru. Peningkatan kinerja guru akan nampak baik ketika didukung oleh pimpinannya, daya nilai dan motivasi positif yang dibangun dalam organisasi serta adanya komitmen hidup berorganisasi. Penelitian ini bertujuan untuk memahami dan mengetahui tentang pengaruh kepemimpinan transformasional kepala sekolah, budaya organisasi terhadap kinerja guru yang dimediasi oleh komitmen organisasi. Subyek dalam penelitian ini adalah 85 guru Sekolah Menengah Pertama (SMP) yang berkarya di wilayah Jakarta. Desain yang digunakan dalam penelitian ini adalah analisis jalur dengan pendekatan kuantitatif. Hasil yang diperoleh dalam penelitian ini menunjukkan bahwa kepemimpinan transformasional kepala sekolah berpengaruh positif terhadap kinerja guru, budaya organisasi berpengaruh positif terhadap kinerja guru serta komitmen berorganisasi berpengaruh positif juga terhadap kinerja guru.

*Kata kunci:* transformasional kepala sekolah, budaya organisasi, komitmen organisasi, kinerja guru

Referensi: 70 (2013-2023)