

ABSTRACT

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THE EFFECT OF THE PRINCIPAL'S SERVANT LEADERSHIP ON TEACHER QUALITY AND TEACHER ENGAGEMENT AT SMA XYZ GADING SERPONG

(xvi + 117 pages; 8 figures; 21 tables; 12 attachments)

The principal's leadership in organizational management in the educational environment is an important factor in improving the quality and involvement of teachers in learning. School principals who are able to respect and place individual teachers as colleagues to "serve" each other, care for each other, are able to collaborate and support each other will create a comfortable and inspiring working atmosphere. Creating an atmosphere in relationships and interactions by the principal through a servant leadership style will be able to have a positive impact on improving teacher quality and teacher involvement. The purpose of this quantitative research is to examine the influence of the principal's servant leadership on teacher quality and teacher engagement at XYZ High School. Eighty-two XYZ High School teachers gave their opinions via an online questionnaire. Research calculations use analysis with the SPSS program, as well as the hypothesis testing process using simple linear regression analysis. The research results show that the principal's servant leadership has a positive and significant effect on teacher quality with a coefficient of determination of 0.237; the principal's servant leadership has a positive and significant effect on teacher engagement with a coefficient of determination of 0.308; and teacher quality has a positive and significant effect on teacher engagement with a coefficient of determination of 0.558.

Keywords: servant leadership, teacher quality, teacher engagement

References: 30 (2001 - 2024)

ABSTRAK

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PENGARUH *SERVANT LEADERSHIP* KEPALA SEKOLAH TERHADAP *TEACHER QUALITY* DAN *TEACHER ENGAGEMENT* DI SMA XYZ GADING SERPONG

(xvi + 117 halaman; 8 gambar; 21 tabel; 12 lampiran)

Kepemimpinan kepala sekolah dalam pengelolaan organisasi di lingkungan pendidikan menjadi faktor penting dalam peningkatan kualitas dan keterlibatan guru dalam pembelajaran. Kepala sekolah yang mampu menghargai dan menempatkan pribadi guru sebagai rekan sekerja untuk saling “melayani”, saling peduli, mampu bekerjasama dan saling mendukung akan membuat suasana bekerja menjadi nyaman dan inspiratif. Penciptaan suasana dalam relasi dan interaksi oleh kepala sekolah melalui gaya kepemimpinan yang melayani akan mampu memberi dampak positif pada peningkatan kualitas guru dan keterlibatan guru. Tujuan dari penelitian kuantitatif ini adalah untuk menguji pengaruh *servant leadership* kepala sekolah terhadap *teacher quality* dan *teacher engagement* di SMA XYZ. Delapan puluh dua guru SMA XYZ memberikan pendapatnya melalui kuesioner *online*. Perhitungan penelitian menggunakan analisis dengan program SPSS, serta proses pengujian hipotesis menggunakan analisis regresi linier sederhana. Hasil penelitian menunjukkan bahwa *servant leadership* kepala sekolah berpengaruh positif dan signifikan terhadap *teacher quality* dengan koefisien determinasi sebesar 0,237; *servant leadership* kepala sekolah berpengaruh positif dan signifikan terhadap *teacher engagement* dengan koefisien determinasi sebesar 0,308; dan *teacher quality* berpengaruh positif dan signifikan terhadap *teacher engagement* dengan koefisien determinasi sebesar 0,558.

Kata kunci: *servant leadership*, *teacher quality*, *teacher engagement*

Referensi: 30 (2001 - 2024)