

ABSTRACT

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THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP, SCHOOL CULTURE, AND TEACHER COMMITMENT ON TEACHER PERFORMANCE SD XYZ TOMOHON

(xiv + 93 pages: 10 figures; 27 tables; 5 appendices)

This study was motivated by the decline in the average School Examination score at SD XYZ Tomohon, which reflects the low performance of teachers. The main problems identified include the lack of variation in learning methods, delays in the preparation of teaching materials, minimal innovation, and weak commitment and school culture. In addition, the principal's leadership is still conventional and has not been able to inspire teachers to innovate. This study used a quantitative survey method with a closed questionnaire to collect data from elementary school teachers. Data analysis was carried out statistically to test the effect of transformational leadership, school culture, and teacher commitment on teacher performance, both partially and simultaneously. The results showed that the three variables had a significant effect on teacher performance, with transformational leadership and school culture. This finding emphasizes the importance of strengthening leadership, organizational culture, and teacher commitment in closing the performance gap and improving the quality of education in elementary schools.

Keywords: Transformational Leadership, School Culture, Teacher Commitment, Teacher Performance.

References: 68 (2009-2025)

ABSTRAK

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PENGARUH KEPEMIMPINAN TRANSFORMASIONAL, BUDAYA SEKOLAH, DAN KOMITMEN GURU TERHADAP KINERJA GURU SD XYZ TOMOHON

(xiv + 93 halaman: 10 gambar; 27 tabel; 5 lampiran)

Penelitian ini dilatarbelakangi oleh adanya penurunan rata-rata nilai Ujian Sekolah di SD XYZ Tomohon, yang mencerminkan rendahnya kinerja guru. Permasalahan utama yang diidentifikasi meliputi kurangnya variasi metode pembelajaran, keterlambatan penyusunan perangkat ajar, minimnya inovasi, serta lemahnya komitmen dan budaya sekolah. Selain itu, kepemimpinan kepala sekolah masih bersifat konvensional dan belum mampu menginspirasi guru untuk berinovasi. Penelitian ini menggunakan metode survei kuantitatif dengan kuesioner tertutup untuk mengumpulkan data dari guru-guru sekolah dasar. Analisis data dilakukan secara statistik untuk menguji pengaruh kepemimpinan transformasional, budaya sekolah, dan komitmen guru terhadap kinerja guru, baik secara parsial maupun simultan. Hasil penelitian menunjukkan bahwa ketiga variabel tersebut berpengaruh signifikan terhadap kinerja guru, dengan kepemimpinan transformasional dan budaya sekolah. Temuan ini menegaskan pentingnya penguatan kepemimpinan, budaya organisasi, dan komitmen guru dalam menutup gap kinerja serta meningkatkan mutu pendidikan di sekolah dasar.

Kata kunci: Kepemimpinan Transformasional, Budaya Sekolah, Komitmen Guru, Kinerja Guru

Referensi : 68 (2009-2025)