

ABSTRAK

PENGARUH KEPEMIMPINAN TRANSFORMASIONAL, *LOCUS OF CONTROL*, KARAKTERISTIK KELOMPOK KERJA, DAN KINERJA TERHADAP KEPUASAN KERJA PENDIDIK PADA SMA SWASTA HURIA KRISTEN BATAK PROTESTAN (HKBP) DI PROVINSI SUMATERA UTARA

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Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan transformasional, *locus of control*, karakteristik kelompok kerja, dan kinerja terhadap kepuasan kerja pendidik pada SMA Swasta HKBP di Provinsi Sumatera Utara. Populasi penelitian ini adalah seluruh pendidik tetap pada SMA Swasta HKBP yang berjumlah 292 orang dengan sampel sebanyak 131 orang yang diambil dengan teknik *proporsional random sampling*. Data penelitian diperoleh melalui angket dan lembar observasi penilaian kinerja pendidik, selanjutnya diolah dengan bantuan program SPSS.

Hasil analisis menunjukkan terdapat pengaruh langsung kepemimpinan transformasional terhadap kepuasan kerja pendidik dengan koefisien jalur sebesar 0,19, pengaruh langsung *locus of control* terhadap kepuasan kerja pendidik sebesar 0,21, pengaruh langsung karakteristik kelompok kerja terhadap kepuasan kerja pendidik sebesar 0,19, pengaruh langsung kinerja terhadap kepuasan kerja pendidik sebesar 0,15, pengaruh langsung kepemimpinan transformasional terhadap kinerja pendidik sebesar 0,31, pengaruh langsung *locus of control* terhadap kinerja sebesar 0,28, dan pengaruh langsung karakteristik kelompok kerja terhadap kinerja pendidik sebesar 0,26. Ada pengaruh tidak langsung kepemimpinan transformasional terhadap kepuasan kerja melalui kinerja pendidik sebesar 0,06, ada pengaruh tidak langsung *locus of control* terhadap kepuasan kerja melalui kinerja pendidik sebesar 0,05, dan ada pengaruh tidak langsung karakteristik kelompok kerja terhadap kepuasan kerja melalui kinerja pendidik sebesar 0,05.

Dengan demikian dapat disimpulkan, semakin efektif kepemimpinan transformasional kepala sekolah, *locus of control* yang baik, karakteristik kelompok kerja yang efektif, dan kinerja yang baik semakin tinggi kepuasan kerja pendidik pada SMA Swasta HKBP di Provinsi Sumatera Utara. Implikasi hasil penelitian ini menjelaskan bahwa untuk meningkatkan kepuasan kerja pendidik dapat dilakukan dengan meningkatkan efektifitas kepemimpinan transformasional kepala sekolah, pengembangan *locus of control*, pengembangan karakteristik kelompok kerja, dan peningkatan kinerja pendidik.

Kata Kunci: Kepemimpinan Transformasional, *Locus of Control*, Karakteristik Kelompok Kerja, Kinerja, dan Kepuasan Kerja.

ABSTRACT
THE INFLUENCE OF TRANSFORMASIONAL LEADERSHIP, LOCUS OF
CONTROL , THE CHARACTERISTICS OF THE WORKING GROUP , AND
PERFORMANCE ON THE JOB SATISFACTION IN PRIVATE HIGH SCHOOL
OF HKBP NORTH SUMATRA

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This study aims to determine the effect of transformational leadership, locus of control, the characteristics of the working group, and the performance of the job satisfaction of educators at HKBP Private High School in North Sumatra Province. The study population was all educators remain on HKBP Private High School, amounting to 292 people with a sample of 131 people taken by random proportional sampling technique . Data were obtained through a questionnaire and observation sheet educator performance assessment , further processed with SPSS.

The analysis shows there is a direct influence of transformational leadership on job satisfaction of educators with path coefficient of 0.19, the direct influence of locus of control on job satisfaction of educators of 0.21, the direct influence of the characteristics of the working group on job satisfaction of educators of 0.19, direct effect performance on job satisfaction of educators of 0.15, a direct influence on the performance of transformational leadership educator at 0.31, the direct influence of locus of control on the performance of 0.28, and a direct influence on the performance characteristics of the working group of educators 0.26. There is an indirect effect of transformational leadership on job satisfaction with the performance of educators of 0.06, there is an indirect effect of locus of control on job satisfaction with the performance of educators of 0.05, and there is no direct influence the characteristics of the working group on job satisfaction with the performance of educators at 0.05.

It can be concluded that the more effective transformational leadership principals, locus of control was good, effective work group characteristics, and good performance the higher the job satisfaction of educators at HKBP Private High School in North Sumatra Province. The implication of this study explain that in order to improve the job satjsfaction of educators can be done by increasing the effectiveness of transformational leadership principals, the development of locus of control, the development characteristics of the working group, and increase the performance of educators.

Keywords : Transformational Leadership , Locus of Control , Characteristics of the Working Group , Performance and Job Satisfaction .