

ABSTRAK

Syaiful Sitanggang, NIM. 8146132023, Pengaruh Kepemimpinan Pembelajaran, Budaya Organisasi Dan Kepuasan Kerja Guru Terhadap Kinerja Guru Smp Negeri Kecamatan Sipoholon Kabupaten Tapanuli Utara.

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan pembelajaran terhadap kepuasan kerja guru, pengaruh budaya organisasi terhadap kepuasan kerja guru, pengaruh kepemimpinan pembelajaran terhadap kinerja guru, pengaruh langsung budaya organisasi terhadap kinerja guru, pengaruh langsung kepuasan kerja terhadap kinerja guru. Penelitian ini menggunakan analisis jalur dengan responden sebanyak 108 guru. Hasil temuan penelitian adalah Kepemimpinan Pembelajaran terhadap kepuasan kerja guru. Hal ini dapat diketahui dari hasil perhitungan koefisien jalur antara kepemimpinan pembelajaran terhadap kepuasan kerja guru yaitu $\rho_{31} = 0,205$ dengan harga $t_{hitung} > t_{tabel}$ ($2,37 > 1,66$). Budaya organisasi berpengaruh langsung terhadap kepuasan kerja guru yaitu $\rho_{32} = 0,282$ dengan harga $t_{hitung} > t_{tabel}$ ($3,42 > 1,66$). Kepemimpinan pembelajaran berpengaruh langsung terhadap kinerja guru yaitu $\rho_{41} = 0,323$ dengan harga $t_{hitung} > t_{tabel}$ ($4,05 > 1,66$). Budaya organisasi berpengaruh langsung terhadap kinerja guru yaitu $\rho_{42} = 0,155$ dengan harga $t_{hitung} > t_{tabel}$ ($1,73 > 1,66$). Kepuasan kerja guru berpengaruh langsung terhadap kinerja guru yaitu $\rho_{43} = 0,337$ dengan harga $t_{hitung} > t_{tabel}$ ($4,27 > 1,66$). Hasil penelitian menggambarkan bahwa kepemimpinan pembelajaran, budaya Organisasi dan Kepuasan kerja guru berpengaruh terhadap kinerja guru sebesar 56,9% dan sisanya ditentukan keadaan lain. Dengan demikian diharapkan hasil penelitian dapat digunakan untuk meningkatkan kinerja guru dengan memperhatikan faktor kepemimpinan pembelajaran, budaya organisasi, dan kepuasan guru dalam pencapaian tujuan pendidikan di sekolah.

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ABSTRACT

Syaiful Sitanggang, NIM. 8146132023, Influence Learning Leadership, Organizational Culture and Job Satisfaction Teacher Teacher Performance Against State SMP Sipoholon District of North Tapanuli.

This study aims to determine the effect of learning leadership on job satisfaction of teachers, the influence of organizational culture on job satisfaction of teachers, learning leadership influence on teacher performance, the direct influence of organizational culture on the teacher's performance, job satisfaction a direct influence on the performance of teachers. This study used path analysis with respondents as many as 108 teachers. The findings are learning leadership on job satisfaction of teachers. It can be seen from the calculation of the path coefficient between thought leadership on job satisfaction of teachers is $\rho_{31} = 0.205$ at a price $t_{count} > t_{table}$ ($2.37 > 1.66$). Cultural organizations directly influence job satisfaction of teachers, $\rho_{32} = 0,282$ at a price of $t_{count} > t_{table}$ ($3.42 > 1.66$). Leadership learning directly affects the performance of teachers, $\rho_{41} = 0.323$ at a price $t_{count} > t_{table}$ ($4.05 > 1.66$). Cultural organization directly affects the performance of teachers, $R_{42} = 0.155$ at a price $t_{count} > t_{table}$ ($1.73 > 1.66$). Teacher job satisfaction directly affects the performance of teachers, $\rho_{43} = 0.337$ at a price $t_{count} > t_{table}$ ($4.27 > 1.66$). The results of the study illustrate that learning leadership, organization culture and job satisfaction of teachers affect the performance of teachers and the remaining 56.9% of other specified circumstances. It is hoped the research results can be used to improve the performance of teachers by taking into account factors instructional leadership, organizational culture, and teacher satisfaction in achieving the goals of education in schools.