ABSTRAK

Tumiran. *Pengaruh Kepemimpinan Transformasional Kepala Sekolah , Budaya Organisasi, Iklim Organisasi, dan Kepuasan Kerja Terhadap Kinerja Guru di SD Negeri Kota Medan.*
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Penelitian ini bertujuan untuk mengetahui dan mengkaji pengaruh kepemimpinan transformasional kepala sekolah (X_1) terhadap kepuasan kerja (X_4), budaya organisasi (X_2) terhadap kepuasan kerja (X_4), iklim organisasi (X_3) terhadap kepuasan kerja (X_4), kepemimpinan transformasional kepala sekolah(X_1) terhadap kinerja guru (X_5), budaya organisasi (X_2) terhadap kinerja guru (X_5), iklim organisasi (X_3) terhadap kinerja guru (X_5), dan kepuasan kerja (X_4) terhadap kinerja guru(X_5).

Penelitian dilaksanakan di SD Negeri Kota Medan. Populasi adalah seluruh guru SD Negeri di Kota Medan sebanyak 5.919 orang. Besarnya sampel ditentukan berdasarkan rumus Isaac dan Michael sebanyak 361 orang. Data dikumpulkan dengan angket tertutup untuk menjaring data variabel X_1, X_2, X_3, X_4, dan X_5. Analisis data dilakukan dengan analisis deskriptif dan analisis jalur. Teknik pengambilan sample dengan metode proposional area random sampling.

Hasil analisis jalur terhadap model I bahwa terdapat pengaruh langsung dan positif kepemimpinan transformasional kepala sekolah (X_1) terhadap kepuasan kerja (X_4) menunjukan koefisien jalur = 0,18 besarnya kontribusi = 90,4 %, budaya organisasi X_2 terhadap kepuasan kerja (X_4) menunjukan koefisien jalur = 0,49 besarnya kontribusi = 93,5 %, dan iklim organisasi (X_3) terhadap kepuasan kerja (X_4) menunjukan koefisien jalur = 0,28 besarnya kontribusi = 93,0 % dengan koefisien determinasi sebesar = 0,88. Hasil analisis jalur terhadap model II bahwa terdapat pengaruh langsung dan positif kepemimpinan transformasional kepala sekolah (X_1) terhadap kinerja guru(X_5) menunjukan koefisien jalur=0,24 besarnya kontribusi= 91,4 % , budaya organisasi(X_2) terhadap kinerja guru(X_5) besarnya kontribusi = 0,37 besarnya kontribusi = 93,5 %, dan iklim organisasi (X_3) terhadap kinerja guru (X_5) = 0,25 besarnya kontribusi = 92,9 % dengan koefisien determinasi sebesar 0,89. Sedangkan pengaruh tidak langsung kepemimpinan transformasional kepala sekolah (X_1)terhadap kinerja guru (X_5) melalui kepuasan kerja (X_4)= 0,10, pengaruh tidak langsung budaya organisasi (X_2) terhadap kinerja guru(X_5) melalui kepuasan kerja (X_4) = 0,10, pengaruh tidak langsung iklim organisasi (X_3) terhadap kinerja guru (X_5) melaui kepuasan kerja (X_4) = 0,10. Berdasarkan hasil penelitian dapat disimpulkan bahwa kinerja guru dapat ditingkatkan melalui kepemimpinan transformasional kepala sekolah, budaya organisasi, iklim organisasi, dan kepuasan kerja yang baik dari guru.

Kata kunci : kepemimpinan transformasional kepala sekolah, budaya organisasi, iklim organisasi, kepuasan kerja, kinerja guru.

ABSTRACT

Tumiran. *The Influence of the Principal's Transformational Leadership, Culture of Organization, Climate of organization and Job Satisfaction of the Teacher at SD Negeri Kota Medan.*
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This research aims to study the influence of Principal's Transformational Leadership (X_1) to the Job Satisfaction (X_4), the Culture of Organization (X_2) to the Job satisfactions (X_4), the climate of organization (X_3) to the job satisfaction (X_4), the Prinsipal's transformational leadership (X_1) to the job performance of teacher (X_5), the culture of organization (X_2) to the job performance of teacher (X_5), the climate of organization (X_3) to the job satisfaction of teacher (X_5) and the job satisfaction (X_4) to the job performance of teacher (X_5).

This research was conducted at SD Negeri Kota Medan. The population is all teacher at SD Negeri (Elementary School) of Medan city for 5.919 persons. The sample was determined by Isaac and Michael formula for 361 persons. The data was collected by closed interview to get the data of variable X_1, X_2, X_3, X_4 and X_5. The analysis of data was conducted by descriptive analysis and Path analysis. The sampling method is proportional area random sampling method.

The result of path analysis to the model I with coefficient of determination $= 0,88$, there is a direct and positive influence of principal's transformational leadership (X_1) to the job satisfaction (X_4) with path coefficient $= 0,18$ with contribution $= 90,4\%$, the culture of organization X_2 to the job satisfaction (X_4) indicates the path coefficient $= 0,49$ with the contribution $= 93,5\%$ and the climate of organization (X_3) to the job satisfaction (X_4) indicates the path coefficient $= 0,28$ with contribution $= 93,0\%$. the results of path analysis to the model II with coefficient of determination $= 0,89$, indicates that there is a direct and positive influence of principal's transformational leadership (X_1) to the job performance of teacher (X_5) with path coefficient $= 0.24$ with contribution $= 91,4\%$, the culture of organization (X_2) to the job performance of teacher (X_5) with path coefficient $0,37$ with contribution $=0,93,5 \%$ and climate of organization (X_3) to the job performance (X_5) indicates the path coefficient $=0,25$ with contribution $= 92,9\%$, while there is indirect influence of principal's transformational leadership (X_1) to the job performance of teacher (X_5) through job satisfaction $(X_5) = 0,10$, the direct influence of culture of organization (X_2) to the job performance of teacher (X_5) through job satisfaction $(X_4) = 0,10$, the indirect influence of climate or organization (X_3) to the job performance of teacher (X_5) through job satisfaction $(X_4) = 0,10$. Based on the results of research it concluded that the job performance of teacher can be increased through the principal's transformational leadership, culture of organization, climate of organization and job satisfaction of teacher.

Keywords : Principal's Transformational Leadership, Culture of Organization, Climate of Organization, Job satisfaction, Job performance.