

ABSTRAK

ASRUL NASUTION. NIM. 8136131002. Pengaruh Kepemimpinan Transformasional, Budaya Organisasi dan Kepuasan Kerja terhadap Komitmen Organisasi Guru Madrasah Aliyah Negeri di Kota Medan. Tesis Program Pascasarjana Universitas Negeri Medan Agustus 2016.

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh kepemimpinan transformasional terhadap kepuasan kerja guru; (2) pengaruh budaya organisasi terhadap kepuasan kerja guru; (3) pengaruh kepemimpinan transformasional terhadap komitmen organisasi guru; (4) pengaruh budaya organisasi guru terhadap komitmen organisasi guru; dan (5) pengaruh kepuasan kerja terhadap komitmen organisasi guru. Subjek penelitian adalah guru di Madrasah Aliyah Negeri Medan. Dengan jumlah sampel sebanyak 110 orang. Pengambilan sampel dilakukan dengan *Proporsional random sampling*. Metode penelitian bersifat analisis jalur yang bertujuan untuk menguji teori dan memperoleh informasi tentang penelitian. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh langsung kepemimpinan transformasional terhadap kepuasan kerja guru dinyatakan dengan $t_{hitung} \rho_{31} > t_{tabel \alpha=5\%}$ ($2,72 > 1,64$); (2) terdapat pengaruh langsung budaya organisasi terhadap kepuasan kerja guru dinyatakan dengan $t_{hitung} \rho_{32} > t_{tabel \alpha=5\%}$ ($3,75 > 1,64$); (3) terdapat pengaruh langsung kepemimpinan transformasional terhadap komitmen organisasi guru dinyatakan dengan $t_{hitung} \rho_{41} > t_{tabel \alpha=5\%}$ ($1,81 > 1,64$); (4) terdapat pengaruh langsung kepemimpinan transformasional guru terhadap komitmen organisasi guru dinyatakan dengan $t_{hitung} \rho_{42} > t_{tabel \alpha=5\%}$ ($2,06 > 1,64$); dan (5) terdapat pengaruh langsung kepuasan kerja terhadap komitmen organisasi guru dinyatakan dengan $t_{hitung} \rho_{43} > t_{tabel \alpha=5\%}$ ($3,57 > 1,64$). Hasil penelitian memberikan gambaran kepemimpinan transformasional, budaya dan kepuasan kerja terhadap komitmen organisasi sebesar 34,1 % dan sisanya ditentukan keadaan lain.

Kata kunci: Kepemimpinan Transformasional, Budaya Organisasi, Kepuasan Kerja, Komitmen Organisasi Guru



ABSTRACT

ASRUL NASUTION. NIM. 8136131002. The effect of transformational leadership, organizational culture and job satisfaction on organizational commitment in Madrasah Aliyah Negeri Medan. Thesis Medan State University Graduate Program in Agustus 2016.

This study aims to determine : (1) the effect of transformational leadership on job satisfaction of teachers; (2) influence of organizational culture on job satisfaction of teachers; (3) the effect of transformational leadership on organizational commitment of teachers; (4) the influence of organizational culture on organizational commitment of teachers of teachers; and (5) the effect of job satisfaction on organizational commitment of teachers. Subjects were teachers in Madrasah Aliyah Negeri Medan. With a total sample of 110 people. Sampling was done by proportional random sampling. The research method is the path analysis aimed to test the theory and obtain information about the research. Based on hypothesis testing can be concluded: (1) there is a direct effect of transformational leadership on teacher job satisfaction expressed by $t_{count} \rho_{31} > t_{tabel} \alpha = 5\%$ ($2.72 > 1.64$); (2) there is a direct influence of organizational culture on job satisfaction of teachers represented by $t_{count} \rho_{32} > t_{tabel} \alpha = 5\%$ ($3.75 > 1.64$); (3) there is a direct effect of transformational leadership on organizational commitment of teachers represented by $t_{count} \rho_{41} > t_{tabel} \alpha = 5\%$ ($1.81 > 1.64$); (4) there is a direct influence of transformational leadership on organizational commitment of teachers of teachers represented by $t_{count} \rho_{42} > t_{tabel} \alpha = 5\%$ ($2.06 > 1.64$); and (5) there is a direct effect of job satisfaction on organizational commitment of teachers represented by $t_{count} \rho_{43} > t_{tabel} \alpha = 5\%$ ($3.57 > 1.64$). The results of the study provides an overview of transformational leadership, culture and job satisfaction on organizational commitment and the remaining 34.1% of other specified circumstances.

Keywords: Transformational Leadership, Organizational Culture, Job Satisfaction, Organizational Commitment Teacher