

ABSTRACT

Yaaman Zega. NIM 8146132027. Principal Influence Leadership, Organizational Culture and Work Motivation Against Teacher Elementary School Teacher Performance in District Tuhemberua, North Nias.

This study aimed to determine the effect of school leadership to the work motivation of teachers, the influence of organizational culture on job motivation of teachers, the impact of school leadership on teacher performance, the influence of organizational culture on teacher performance, and influence work motivation of teachers on the performance of primary school teachers in the district Tuhemberua District North Nias. This study used path analysis with respondents as many as 110 teachers. The findings of the study are principal leadership directly affects the motivation of teachers' work. It can diketahuai of the path coefficient calculation results between school leadership with teacher work motivation is $\rho_{31} = 0.232$ at a price $t_{count} = 2,819 > t_{table} = 1.982$. Cultural organizations directly influence the work motivation of teachers. It can diketahuai of the results were the path coefficient between organizational culture with teacher work motivation is $\rho_{32} = 0.278$ at a price $t_{count} = 3,484 > t_{table} = 1.982$. school leadership directly affects the performance of teachers. It can diketahuai of the path coefficient calculation results between school leadership with teacher performance is $\rho_{41} = 0,177$ to the price $t_{count} = 3,263 > t_{table} = 1.982$. Cultural organization directly affects the performance of teachers. It can diketahuai of the results were the path coefficient between organizational culture with the performance of teachers, $\rho_{42} = 0.178$ at a price $t_{count} = 3,277 > t_{table} = 1.982$. Motivation of teachers' work directly affect the performance of teachers. It can diketahuai of the results were employee motivation path coefficient between teachers and teacher performance is $\rho_{43} = 0,286$ to the price $t_{count} = 3,617 > t_{table} = 1.982$. The results of the study describes the principal leadership, organizational culture and work motivation of teachers affect the performance of teachers by 34.6% and the remainder other specified circumstances. It is hoped the research results can be used to improve the performance of teachers by taking into account school leadership, organizational culture and work motivation of teachers in achieving the goals of education in schools.

ABSTRAK

Yaaman Zega. NIM. 8146132027. Pengaruh Kepemimpinan Kepala Sekolah, Budaya Organisasi, dan Motivasi Kerja Guru Terhadap Kinerja Guru SD Negeri di Kecamatan Tuhemberua, Kabupaten Nias Utara.

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan kepala sekolah terhadap motivasi kerja guru, pengaruh budaya organisasi terhadap motivasi kerja guru, pengaruh kepemimpinan kepala sekolah terhadap kinerja guru, pengaruh budaya organisasi terhadap kinerja guru, dan pengaruh motivasi kerja guru terhadap kinerja guru SD di Kecamatan Tuhemberua Kabupaten Nias Utara. Penelitian ini menggunakan analisis jalur dengan responden sebanyak 110 guru. Hasil temuan penelitian adalah kepemimpinan kepala sekolah berpengaruh langsung terhadap motivasi kerja guru. Hal ini dapat diketahui dari hasil penghitungan koefisien jalur antara kepemimpinan kepala sekolah dengan motivasi kerja guru yaitu $\rho_{31} = 0,232$ dengan harga $t_{hitung} = 2,819 > t_{tabel} = 1,982$. Budaya organisasi berpengaruh langsung terhadap motivasi kerja guru. Hal ini dapat diketahui dari hasil penghitungan koefisien jalur antara budaya organisasi dengan motivasi kerja guru yaitu $\rho_{32} = 0,278$ dengan harga $t_{hitung} = 3,484 > t_{tabel} = 1,982$. Kepemimpinan kepala sekolah berpengaruh langsung terhadap kinerja guru. Hal ini dapat diketahui dari hasil penghitungan koefisien jalur antara kepemimpinan kepala sekolah dengan kinerja guru yaitu $\rho_{41} = 0,177$ dengan harga $t_{hitung} = 3,263 > t_{tabel} = 1,982$. Budaya organisasi berpengaruh langsung terhadap kinerja guru. Hal ini dapat diketahui dari hasil penghitungan koefisien jalur antara budaya organisasi dengan kinerja guru yaitu $\rho_{42} = 0,178$ dengan harga $t_{hitung} = 3,277 > t_{tabel} = 1,982$. Motivasi kerja guru berpengaruh langsung terhadap kinerja guru. Hal ini dapat diketahui dari hasil penghitungan koefisien jalur antara motivasi kerja guru dengan kinerja guru yaitu $\rho_{43} = 0,286$ dengan harga $t_{hitung} = 3,617 > t_{tabel} = 1,982$. Hasil penelitian menggambarkan kepemimpinan kepala sekolah, budaya organisasi, dan motivasi kerja guru mempengaruhi kinerja guru sebesar 34,6% dan sisanya ditentukan keadaan lain. Dengan demikian diharapkan hasil penelitian dapat digunakan untuk meningkatkan kinerja guru dengan memperhatikan faktor kepemimpinan kepala sekolah, budaya organisasi, dan motivasi kerja guru dalam pencapaian tujuan pendidikan di sekolah.