

ABSTRAK

PENGARUH BUDAYA ORGANISASI, KEPEMIMPINAN TRANSFORMASIONAL, KEPUASAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA GURU PENJAS SMA DI KOTA MEDAN

M e s n a n

Tujuan Penelitian ini adalah untuk menemukan dan mengkaji: (1) model kinerja guru Pendidikan Jasmani yang dibangun berdasarkan hubungan kausal asosiatif antara variabel eksogenus dengan variabel endogenus (2) pengaruh budaya organisasi terhadap kepuasan kerja, (3) pengaruh kepemimpinan transformasional terhadap kepuasan kerja, (4) pengaruh budaya organisasi terhadap motivasi kerja, (5) pengaruh kepemimpinan transformasional terhadap motivasi kerja, (6) pengaruh budaya organisasi terhadap kinerja, (7) pengaruh kepemimpinan transformasional terhadap kinerja, (8) pengaruh kepuasan kerja terhadap kinerja, (9) pengaruh motivasi kerja terhadap kinerja. Penelitian ini dilakukan pada Sekolah Menengah Atas di Kota Medan dengan melibatkan 148 orang guru Pendidikan Jasmani sebagai responden. Untuk pengumpulan data dilakukan dengan menggunakan kuesioner dengan lima pilihan jawaban. Teknik Sampling yang digunakan Random Sampling. Instrumen yang digunakan terlebih dahulu diujicobakan kepada Responden di luar sampel untuk mendapatkan Instrumen yang Sahih dan Reliabel. Uji validitas menggunakan korelasi *Product Moment*, sedangkan untuk menguji reliabilitasnya dengan formula *Alpha* dari *Cronbach*. Sebelum dilakukan pengujian hipotesis terlebih dahulu dihitung uji Persyaratan Analisis mencakup: uji normalitas data dan uji linieritas regresi. Hasil penelitian menunjukkan (1) diperoleh Model Kinerja Guru Pendidikan Jasmani (2) Budaya Organisasi berpengaruh langsung positif terhadap Kepuasan Kerja, (3) Kepemimpinan Transformasional berpengaruh langsung positif terhadap Kepuasan Kerja, (4) Budaya Organisasi berpengaruh langsung positif terhadap Motivasi Kerja, (5) Kepemimpinan Transformasional berpengaruh langsung positif terhadap Motivasi Kerja, (6) Budaya Organisasi berpengaruh langsung positif terhadap Kinerja, (7) Kepemimpinan Transformasional berpengaruh langsung positif terhadap kinerja, (8) Kepuasan Kerja berpengaruh langsung positif terhadap Kinerja, (9) Motivasi Kerja berpengaruh langsung positif terhadap Kinerja. Berdasarkan penerimaan hipotesis-hipotesis penelitian maka ditemukan model teoritik atau fixed model yang menggambarkan struktur hubungan kausal antara variabel budaya organisasi, kepemimpinan transformasional, kepuasan kerja, motivasi kerja, dan kinerja guru Pendidikan Jasmani Sekolah Menengah Atas di Kota Medan.

Kata Kunci: Budaya Organisasi, Kepemimpinan Transformasional, Kepuasan Kerja, Motivasi Kerja, Kinerja.

ABSTRACT

THE EFFECT OF ORGANIZATIONAL CULTURE, TRANSFORMATIONAL LEADERSHIP, JOB SATISFACTION AND WORK MOTIVATION ON HIGH SCHOOL PERFORMANCE PHYSICAL EDUCATION TEACHERS IN MEDAN

M e s n a n

The purpose of this study was to find out and examine: (1) the performance model of Physical Education teachers which is built based on the associative causal relationship between exogenous variables and endogenous variables (2) the effect of organizational culture on job satisfaction, (3) the effect of transformational leadership on job satisfaction, (4) the influence of organizational culture on work motivation, (5) the influence of transformational leadership on work motivation, (6) the influence of organizational culture on performance, (7) the influence of transformational leadership on performance, (8) the effect of job satisfaction on performance, (9) the influence of work motivation on performance. This research was conducted at Senior High Schools in Medan, involving 148 Physical Education teachers as respondents. For data collection, it was done using a questionnaire with five answer choices. The sampling technique used is random sampling. The instruments used were first out to respondents outside the sample to obtain valid and reliable instruments. The validity test uses Product Moment Correlation, while to test its reliability the Alpha formula from Cronbach. Before testing the hypothesis, especially before the test is calculated include: data normality test and regression linearity test. The results showed (1) the Physical Education Teacher Performance Model (2) Organizational culture has a positive direct effect on job satisfaction, (3) Transformational leadership has a positive direct effect on job satisfaction, (4) Organizational culture has a positive direct effect on work motivation, (5) Transformational leadership has a positive direct effect on work motivation, (6) organizational culture has a positive direct effect on performance, (7) transformational leadership has a positive direct effect on performance, (8) job satisfaction has a positive direct effect on performance, (9) job motivation has a direct effect on performance positive on performance. Based on the acceptance of research hypotheses, it is found a fixed model that describes the structure of the causal relationship between organizational culture variables, transformational leadership, job satisfaction, work motivation, and the performance of high school Physical Education teachers in Medan City.

Keywords: Organizational Culture, Transformational Leadership, Job Satisfaction, Work Motivation, Performance.