

## ABSTRAK

**Emalia Rosellin Br Sembiring. NIM. 8186132012. Pengaruh Kepemimpinan Situasional, Lingkungan Pekerjaan dan Keinovatifan Terhadap Kepuasan Kerja Guru Sekolah Dasar Di Kecamatan Tigapanah Kabupaten Karo. Tesis. Program Studi Administrasi Pendidikan. Program Pascasarjana Universitas Negeri Medan, 2021.**

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan situasional, lingkungan pekerjaan dan keinovatifan terhadap kepuasan kerja guru sekolah dasar di Kecamatan Tigapanah Kabupaten Karo. Jenis penelitian ini menggunakan kuantitatif dengan pendekatan analisis jalur (*Path Analysis*) dengan jumlah responden 146 guru di 24 Sekolah yang ada di Kecamatan Tigapanah. Pengumpulan dilakukan dengan menyebarkan angket melalui *Google Form*. Sebelum angket disebarkan dilakukan uji validitas dan reliabilitas terlebih dahulu. Sebelum dilakukan pengujian analisis, dilakukan uji persyaratan analisis terlebih dahulu yaitu uji Normalitas dengan *Skewness and Kurtosis* dan Uji Linearitas. Hasil temuan penelitian adalah terdapat pengaruh langsung positif Kepemimpinan situasional dan Lingkungan pekerjaan terhadap Keinovatifan. Terdapat pengaruh langsung positif kepemimpinan situasional, lingkungan pekerjaan dan keinovatifan terhadap kepuasan kerja guru. terdapat pengaruh tidak langsung kepemimpinan situasional dan lingkungan pekerjaan terhadap kepuasan kerja melalui keinovatifan.

Kata Kunci: Kepemimpinan Situasional, Lingkungan Kerja, Keinovatifan, Kepuasan kerja Guru



## ABSTRACT

*Emalia Rosellin Br Sembiring. NIM. 8186132012. The Effect of Situational Leadership, Work Environment, and Innovativeness on Elementary School Teachers' Job Satisfaction in Tigapanah Subdistrict, Karo District. Thesis. Education Administration Program. Medan State University Postgraduate Program, 2021*

*The study aims to identify the effect of Situational Leadership, Work Environment and Innovativeness on teachers' job satisfaction in Tigapanah Subdistrict, Karo District. The research uses the quantitative through Path Analysis model with 146 Teachers as respondents in 24 schools that located in Tigapanah Subdistrict. Google Form is used in this research to gather the data. before spread the questionnaire, Validity test and Reliability test is done beforehand. In analysis test, first step is the analysis requirements Test, it is containing normality test using Skewness and Kurtosius test and Linearity test. The findings in this research are the positive direct effect of Situational Leadership on Innovativeness, the Work Environment has positive direct effect on Innovativeness, there are the direct positive effect of Situational Leadership, Work Environment and Innovativeness on Teachers' Job satisfaction in Tigapanah Subdistrict, Karo District. Situational Leadership and Work Environment have positive indirect effect on Teachers' Job Satisfaction Through Innovativeness.*

*Key Word: Situational Leadership, Work Environment, Innovativeness, Teachers' Job Satisfaction*

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