

ABSTRAK

NOVI RIRIYANTI. NIM: 8216131002. Pengaruh Kepemimpinan Kepala Sekolah, Iklim Sekolah, dan Motivasi Berprestasi terhadap Komitmen Kerja Guru di SMA W.R. Supratman Medan. Tesis. Medan: Program Magister Administrasi Pendidikan Pascasarjaa Uiversitas Negeri Medan. 2024.

Tujuan penelitian adalah untuk mengetahui dan menganalisis pengaruh yang signifikan kepemimpinan kepala sekolah, iklim sekolah, motivasi berprestasi terhadap komitmen kerja guru di SMA W.R. Supratman 1 dan SMA W.R. Supratman 2 Medan.

Penelitian yang dilakukan menggunakan metode penelitian kuantitatif dengan pendekatan deskriptif korelasional. Penelitian ini dilakukan di SMA W.R. Supratman 1 dan SMA W.R. Supratman 2 Medan. Populasi pada penelitian ini adalah seluruh guru SMA W.R. Supratman 1 dan SMA W.R. Supratman 2 Medan sejumlah 56 responden. Teknik pengumpulan data dalam penelitian ini adalah melalui angket. Analisis data yang digunakan adalah melalui analisis jalur atau *Path Analysis*, uji validitas, uji reliabilitas butir angket, uji linieritas, dan uji regresi linier multiple.

Statistik deskriptif menunjukkan nilai rata-rata masing-masing variabel adalah 3,66 untuk kepemimpinan kepala sekolah, 3,63 untuk iklim sekolah, 3,63 untuk iklim sekolah, dan 3,65 untuk komitmen kerja guru. Berdasarkan hasil perhitungan menggunakan regresi linier sederhana maka diperoleh koefisien X1 (kepemimpinan kepala sekolah) $Y = 15,921 + 0,847X$, dimana Sig: $0,000 < 0,05$ (X1 berpengaruh terhadap Y). Koefisien X2 (iklim sekolah) $Y = 18,184 + ,839 X$, dimana Sig: $0,000 < 0,05$ (X2 mempengaruhi Y). Koefisien X3 (motivasi berprestasi) $Y = 25,676 + 0,770$, dimana Sig: $0,000 < 0,05$ (X3 mempengaruhi Y). Hasil pengujian hipotesis penelitian menunjukkan bahwa: (1). Kepemimpinan kepala sekolah berpengaruh langsung dengan komitmen kerja guru di SMA W.R. Supratman 1 dan SMA W.R. Supratman 2 Medan; (2) Iklim sekolah berpengaruh langsung terhadap komitmen kerja guru di SMA W.R. Supratman 1 dan SMA W.R. Supratman 2 Medan; (3) Motivasi berprestasi berpengaruh langsung terhadap komitmen kerja guru di SMA W.R. Supratman 1 dan SMA W.R. Supratman 2 Medan; (4) Kepemimpinan kepala sekolah, iklim sekolah, dan motivasi berprestasi berpengaruh langsung terhadap komitmen kerja guru di SMA W.R. Supratman 1 dan SMA W.R. Supratman 2 Medan, (5) Kepemimpinan kepala sekolah, iklim sekolah dan motivasi berprestasi berpengaruh langsung terhadap komitmen kerja guru di SMA W.R. Supratman 1 dan SMA W.R. Supratman 2 Medan.

Kata Kunci: Kepemimpinan, iklim sekolah, motivasi berprestasi, komitmen kerja

ABSTRACT

NOVI RIRIYANTI. NIM: 8216131002. The Influence of Principal Leadership, School Climate, and Achievement Motivation on Teacher Work Commitment at W.R. Supratman Private High School Medan. Thesis. Medan: Master of Educational Administration Program, Postgraduate Program, State University of Medan. 2024.

The aim of the research is to determine and analyze the significant influence of principal leadership, school climate, achievement motivation on teachers' work commitment at WR Supratman Medan Private High School.

The research was conducted using quantitative research methods with a correlational descriptive approach. This research was conducted at SMA W.R. Supratman 1 and SMA W.R. Supratman 2 in Medan. The population in this study were all teachers at SMA W.R. Supratman 1 and SMA W.R. Supratman 2 Medan, totaling 56 respondents. The data collection technique in this research is through a questionnaire. The data analysis used is through path analysis, validity test, questionnaire item reliability test, linearity test, and multiple linear regression test.

Descriptive statistics show that the average value of each variable is 3.66 for Principal Leadership, 3.63 for school climate, 3.63 for school climate, and 3.65 for teacher work commitment. Based on the calculation results using simple linear regression, the coefficient X1 (principal leadership) $Y = 15.921 + 0.847X$ is obtained, where Sig: 0.000 < 0.05 (X1 affects Y). The coefficient X2 (school climate) $Y = 18.184 + ,839 X$, where Sig: 0.000 < 0.05 (X2 affects Y). The coefficient X3 (achievement motivation) $Y = 25.676 + 0.770$, where Sig: 0.000 < 0.05 (X3 affects Y). The results of research hypothesis testing show that: (1). The principal's leadership has a direct influence on the work commitment of teachers at SMA W.R. Supratman 1 and SMA W.R. Supratman 2; (2) The school climate has a direct effect on the work commitment of teachers at SMA W.R. Supratman 1 and SMA W.R. Supratman 2; (3) Achievement motivation has a direct influence on the work commitment of teachers at SMA W.R. Supratman 1 and SMA W.R. Supratman 2; (4) The principal's leadership, school climate and achievement motivation have a direct influence on the work commitment of teachers at SMA W.R. Supratman 1 and SMA W.R. Supratman 2, (5) The principal's leadership, school climate and achievement motivation have a direct influence on the work commitment of teachers at SMA W.R. Supratman 1 and SMA W.R. Supratman 2.

Keywords: Leadership, School Climate, Achievement Motivation, Work Commitment