

ABSTRAK

ROY SIAGIAN. NIM. 8214031002 Pengaruh Kepemimpinan Batak Naraja dan Komitmen Organisasi Terhadap Kinerja Guru Di SMP N 1 Siantar Narumonda.

Kinerja guru adalah kemampuan guru dalam merencanakan dan melaksanakan proses belajar mengajar, bagaimana mengelola kelas dengan baik, mengevaluasi hasil belajar siswa, dan menggunakan media pembelajaran. Kinerja guru dalam melaksanakan tugas dan tanggung jawabnya akan berdampak besar bagi keberhasilan pendidikan. Faktor-faktor yang memengaruhi keberhasilan kerja guru yaitu kepemimpinan kepala sekolah, motivasi kerja, budaya organisasi dan lingkungan kerja. Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan Batak Naraja dan komitmen organisasi terhadap kinerja guru di SMP N 1 Siantar Narumonda. Penelitian ini menggunakan metode kuantitatif dengan pendekatan deskriptif dan model analisis regresi berganda. Populasi penelitian adalah seluruh guru SMP N 1 Siantar Narumonda yang berjumlah 32 orang, dan seluruh populasi dijadikan sampel (total sampling). Data dikumpulkan melalui kuesioner skala Likert yang telah diuji validitas dan reliabilitasnya. Analisis data meliputi statistik deskriptif dan uji hipotesis menggunakan analisis regresi linear berganda untuk menguji pengaruh simultan dan parsial variabel independen terhadap variabel dependen.

Kata Kunci: *Kepemimpinan Batak Naraja, Komitmen Organisasi, Kinerja Guru,*



ABSTRACT

ROYSIAGIAN. NIM. 8214031002 *The Influence of Principal Leadership, Batak Naraja and Organizational Commitment on Teacher Performance at SMP N 1 Siantar Narumonda.*

Teacher performance is a teacher's ability to plan and execute the teaching and learning process, manage the classroom effectively, evaluate student learning outcomes, and utilize teaching media. A teacher's performance in carrying out their duties and responsibilities will have a significant impact on the success of education. Factors that influence teacher job performance include school principal leadership, work motivation, organizational culture, and the work environment. This research aims to analyze the influence of Batak Naraja leadership and organizational commitment on teacher performance at SMP N 1 Siantar Narumonda. This research uses a quantitative method with a descriptive approach and multiple regression analysis model. The research population consists of all 32 teachers at SMP N 1 Siantar Narumonda, and the entire population was used as the sample (total sampling). Data was collected through Likert scale questionnaires that have been tested for validity and reliability. Data analysis includes descriptive statistics and hypothesis testing using multiple linear regression analysis to examine the simultaneous and partial influence of independent variables on the dependent variable.

Keywords: Leadership, Batak Naraja, Organizational Commitment, Teacher Performance.

