

# PENGARUH KEPEMIMPINAN KEPALA SEKOLAH, PERAN KOMITE SEKOLAH, BUDAYA SEKOLAH DAN KEPUASAN KERJA GURU TERHADAP KINERJA GURU SMA DI KOTA MEDAN

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## ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan mengkaji : (1) pengaruh kepemimpinan kepala sekolah terhadap kepuasan kerja guru, (2) pengaruh peran komite sekolah terhadap kepuasan kerja guru, (3) pengaruh budaya sekolah terhadap kepuasan kerja guru, (4) pengaruh kepemimpinan kepala sekolah terhadap kinerja guru, (5) pengaruh peran komite sekolah terhadap kinerja guru, (6) pengaruh budaya sekolah terhadap kinerja guru, dan (7) pengaruh kepuasan kerja guru terhadap kinerja guru dan juga untuk menentukan model teoritik yang dapat menggambarkan hubungan kausalistik antar variabel laten yang menentukan kinerja seorang guru.

Penelitian ini dilakukan pada Sekolah Menengah Atas (SMA) Negeri di Kota Medan dengan mengikutsertakan 232 guru SMA Negeri di Kota Medan sebagai responden. Data kinerja guru, kepemimpinan kepala sekolah, peran komite sekolah, budaya sekolah dan kepuasan kerja guru dijangar dengan menggunakan kuesioner pilihan dengan model skala Likert. Instrumen penelitian terlebih dahulu diuji coba, yaitu untuk menguji validitas dengan korelasi *Product Moment*, sedangkan untuk menguji reliabilitasnya digunakan rumus *Alpha* dari *Cronbac*. Teknik analisis data dalam penelitian ini menggunakan dua tahap, yaitu secara deskriptif dan inferensial. Tujuan analisis deskriptif adalah untuk menggambarkan karakteristik data berupa skor minimum, skor maksimum, jangkauan atau *range*, banyak kelas, panjang kelas, rata-rata, modus, median, varians, standar deviasi, skor minimum ideal, skor maksimum ideal, rata-rata ideal, dan kecenderunagn setiap variabel dan indikator. Analisis inferensial digunakan untuk menguji persyaratan dan hipotesis penelitian. Pengujian persyaratan analisis mencakup : uji normalitas data dengan menggunakan *Uji Lilliesfors*, uji homogenitas data dengan menggunakan *Uji Barlett*, uji multikolinearitas dengan menguji nilai VIF (*Variance Inflation Factor*) atau nilai Tol (*Tolerance*), dan uji kelinearan regresi dan keberartian regresi dengan menggunakan statistic F-test. Untuk menguji hipotesis digunakan analisis jalur (*Path Analysis*) dan untuk menguji kecocokan model teoritik digunakan uji *Goodness of Fit* dengan menggunakan *Chi Kuadrat*.

Hasil analisis menunjukkan terdapat pengaruh langsung secara proporsional : (1) kepemimpinan kepala sekolah terhadap kepuasan kerja guru dengan koefisien jalur sebesar 0,432 , (2) peran komite sekolah terhadap kepuasan kerja guru dengan koefisien jalur sebesar 0,281, (3) budaya sekolah terhadap kepuasan kerja guru dengan koefisien jalur sebesar 0,160, (4) kepemimpinan kepala sekolah terhadap kinerja guru dengan koefisien jalur sebesar 0,372, (5) peran komite sekolah terhadap kinerja guru dengan koefisien jalur sebesar 0,124, (6) budaya sekolah terhadap kinerja guru dengan koefisien jalur sebesar 0,28<sup>9</sup> dan (7) kepuasan kerja guru terhadap kinerja guru dengan koefisien jalur sebesar 0,216.

Berdasarkan penerimaan hipotesis-hipotesis penelitian ini maka ditemukan suatu model teoritik atau *fixed model* yang menggambarkan struktur hubungan kausal antara variabel kepemimpinan kepala sekolah, peran komite sekolah, budaya sekolah, kepuasan kerja guru dan kinerja guru Sekolah Menengah Atas.

# THE INFLUENCE OF PRINCIPAL LEADERSHIP, SCHOOL COMMITTEE, SCHOOL CULTURE AND WORK SATISFACTION OF TEACHER TOWARD PERFORMANCE OF THE SENIOR SCHOOL TEACHER IN MEDAN CITY

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## ABSTRACT

This study aims to know and to study : (1) the influence of principal leadership towards the satisfaction of teacher, (2) the influence of school committee towards the work satisfaction of teacher, (3) the influence of school culture towards the work satisfaction of teacher, (4) the influence of principal leadership towards the teacher performance, (5) the influence of school committee towards the teacher performance, (6) the influence of school culture towards the teacher performance and (7) the influence of the work satisfaction of teacher towards the teacher performance and also to determine the theoretical model which can describe the causalistic correlation among latent variables in order to find out a teacher performance.

This study was carried out in Senior High School in Medan City which involved 232 (two hundreds thirty two) teachers of Senior High School in Medan City as the respondents. The data of teachers' performance, the principal's leadership, school committee, the school culture and the satisfaction of teacher were taken from using of chosen questionnaires such as Likert Scale Model. The instrument of this study were tested before they were tried out, in order to test their validity with the correlation of Product Moment, while to test the reliability used the formula of Alpha from Cronbach. The technique of the data analysis used two steps, they are descriptive analysis and inferential analysis. The aim of descriptive analysis is to describe the data characteristic such as minimum score, maximum score, the number of the class, the length to the class, modus, median, variance, deviation standard, ideal minimum score, ideal maximum score, ideal average and every variable and indicator. Inferential analysis is used to test the requirement and the hypothesis of the study. The analysis requirement of the test involve : data normality test by using Uji Lilliefors, homogeneity test by using Barlett Test, multicollinearity test by Variance Inflation Factor (VIF) or Tolerance Score (Tol), and regression collinearity test and meaningful regression by using F-test Statistic. To test hypothesis was used the Path Analysis and to test the Fit Model Theoretic used Uji Goodness of Fit with used Chi Square.

Result showed positive direct effect with proportional : (1) principal leadership towards the satisfaction of teacher with path coefficients of 0,432 (2) of school committee towards the work satisfaction of teacher with path coefficients of 0,281 (3) school culture towards the work satisfaction of teacher with path coefficients of 0,160 (4) principal leadership towards the teacher performance with path coefficients of 0,372 (5) school committee towards the teacher performance with path coefficients of 0,124, (6) school culture towards the teacher performance with path coefficients of 0,283 and (7) work satisfaction of teacher towards the teacher performance with path coefficients of 0,216.

Based in the acceptance of the research hypothesis found a theoretical model or a fixed model that describes the structure of a causal relationship between the variables of principal leadership, school committee, school culture and work satisfaction of teacher toward performance of the senior school teacher in Medan city.