

PENGARUH KESADARAN SITUASI, KEPEMIMPINAN TRANSFORMASIONAL, KONFLIK DAN EFIKASI DIRI TERHADAP KINERJA KEPALA SEKOLAH DASAR KOTA MEDAN

ABSTRAK

Tujuan penelitian ini mengetahui pengaruh kesadaran situasi, kepemimpinan transformasional, konflik, efikasi diri terhadap kinerja. Penelitian ini dilaksanakan di SD Negeri Kota Medan. Populasi penelitian semua kepala sekolah dasar Kota Medan berjumlah 380 orang, sampel berjumlah 200 orang. Jenis penelitian eksplanatoris dengan teknik analisis jalur. Data penelitian diolah dengan bantuan program Amos. Hasil penelitian yang ditemukan adalah: (1) kesadaran situasi berpengaruh langsung positif terhadap kepemimpinan transformasional kepala sekolah dasar Kota Medan, (2) kepemimpinan transformasional berpengaruh langsung positif terhadap efikasi diri kepala sekolah dasar Kota Medan, (3) kepemimpinan transformasional berpengaruh langsung negatif terhadap konflik kepala sekolah dasar Kota Medan, (4) efikasi diri berpengaruh langsung positif terhadap kinerja kepala sekolah dasar Kota Medan, (5) konflik berpengaruh langsung negatif terhadap kinerja kepala sekolah dasar Kota Medan, (6) kepemimpinan transformasional berpengaruh langsung positif terhadap kinerja kepala sekolah dasar Kota Medan. Berdasarkan hasil penelitian ini dapat dikatakan bahwa upaya meningkatkan kinerja kepala sekolah diawali dengan upaya peningkatan kesadaran situasi diikuti dengan peningkatan kepemimpinan transformasional, dan selanjutnya peningkatan efikasi diri dengan tetap menjaga konflik tidak meningkat.

*Kata Kunci: Kesadaran situasi, Kepemimpinan Transformasional, Konflik, Efikasi diri, Kinerja*

THE EFFECT OF SITUATION AWARENESS, LEADERSHIP  
TRANSFORMATIONAL, CONFLICT AND SELF-EFFICACY ON  
ELEMENTARY PRINCIPAL'S PERFORMANCE  
CITY OF MEDAN

Abstract

The aim of the research was to describe the effect of awareness of the situation, transformational leadership, conflict, self-efficacy on performance. The population of the study was all principals of the primary schools in Medan (380 persons), and the sample was 200 persons. The data were analysed by using Amos program. The results showed that: (1) the direct positive effect awareness of the situation on transformational leadership, (2) the direct positive effect transformational leadership on self efficacy, (3) the direct negative effect transformational leadership on conflict, (4) the direct positive effect self efficacy on performance. (5) the direct negative effect conflict on performance, (6) the direct positive effect transformational leadership on performance. The research find out that situation awareness variable was significant for performance improvement through transformational leadership and self-efficacy. It was recommended to increase the awareness of situation by: (1) providing training on the job description of school principals to all principals throughout the district in the city of Medan; and 2) encouraging the school principals to conduct transformational leadership. In addition, the school principals should be given awareness that using transformational leadership in their job will enhance their self-efficacy, and this self-efficacy will further improve their performance.

*Kata kunci: The awareness of situation, leadership transformational, conflict self-efficacy, and performance*