

ABSTRAK

Paroloan Panaikon Ambarita. NIM . **8146131013.** Pengaruh Budaya Organisasi, Kecerdasan Emosional, dan Pengelolaan Stres Kerja terhadap Komitmen Guru SMP Negeri Kecamatan Percut Sei Tuan.

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Penelitian ini bertujuan untuk mendeskripsikan dan mengetahui: (1) Pengaruh Budaya Organisasi Terhadap Kecerdasan Emosional; (2) Pengaruh Budaya Organisasi Terhadap Pengelolaan Stres Kerja; (3) Pengaruh Budaya Organisasi Terhadap Komitmen Guru; (4) Pengaruh Kecerdasan Emosional Terhadap Komitmen Guru; dan (5) Pengaruh Pengelolaan Stres Kerja Terhadap Komitmen Guru SMP Negeri Kecamatan Percut Sei Tuan. Metode penelitian yang digunakan adalah metode survei yang bersifat exploratori. Jumlah responden sebanyak 161 orang yang diambil dengan sampling random proporsional. Instrumen penelitian berupa angket, sedang analisis data lewat analisis jalur dan sebelumnya ada uji normalitas data dengan liliefors, uji linieritas dan keberartian regresi dengan Analisis Variansi pada taraf signifikansi α sebesar 0,05. Hasil dari penelitian ini ditemukan: (1) terdapat pengaruh langsung positif budaya organisasi terhadap kecerdasan emosional dengan koefisien jalur $\rho_{21} = 0,393$, dengan pengaruhnya sebesar 15,5%; (2) terdapat pengaruh langsung positif budaya organisasi terhadap pengelolaan stres kerja dengan koefisien jalur $\rho_{31} = 0,370$ dengan pengaruhnya sebesar 13,7%; (3) terdapat pengaruh langsung positif budaya organisasi terhadap komitmen guru dengan koefisien jalur $\rho_{41} = 0,177$ dengan pengaruhnya sebesar 17,7 %; (4) terdapat pengaruh langsung positif kepuasan kerja terhadap komitmen guru dengan koefisien jalur $\rho_{42} = 0,170$ dengan pengaruhnya sebesar 24,3%; (5) terdapat pengaruh langsung positif motivasi kerja terhadap komitmen guru dengan koefisien jalur $\rho_{43} = 0,407$ dengan pengaruhnya sebesar 33,6%. Semakin tinggi pengaruh budaya organisasi, kecerdasan emosional, dan pengelolaan stres kerja guru, maka semakin tinggi pula dalam mempengaruhi komitmen guru di SMP negeri kecamatan percut sei tuan.

Kata Kunci: Komitmen Guru, Budaya Organisasi, Kecerdasan Emosional, Pengelolaan Stres Kerja.

ABSTRACT

Paroloan Panaikon Ambarita. NIM . 8146131013. *The Influence of Organizational Culture, Emotional Intelligent, and Management of work stress To The Commitment Of Teacher Of Junior High School Negeri District Of Percut Sei Tuan Regency.*

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This study aims to determinete influence of organizational culture on Emotional Intelligent,the influence of organizational culture work Management of work stress, the influence of organizational culture on teacher's organizational commitment, Emotional Intelligent influence on organizational commitment of teacher's, and the influence of work Management of work stress to the organizational commitment of teacher's Junior High School Negeri and District Of Percut Sei Tuan Regency. This study used the exploratory survey method involving 161 subjects selected using the proportional random sampling technique. The instrument used was a questionnaire. The data were analyzed by utilizing the path analysis. A normality test using the liliefors and a linearity test were carried out. The significance level was 0.05. The results of this study were found: (1) there was a positive direct effect of organizational culture on emotional intelligent with path coefficient $p_{21} = 0,393$, with influence of 15,5%; (2) there is a direct positive influence of organizational culture on management of stress work with path coefficient $p_{31} = 0,370$ with influence of 13,7%; (3) there is a direct positive influence of organizational culture on teacher commitment with path coefficient $p_{41} = 0,177$ with influence 15,6%; (4) there is a positive direct effect of Emotional intelligent on teacher commitment with path coefficient $p_{42} = 0,170$ with its influence equal to 24,3%; (5) there is a positive direct influence of work motivation toward teacher commitment with path coefficient $p_{43} = 0,407$ with influence 33,6%. The higher the influence of organizational culture, emotional intelligent, and management of work stress, the higher also in affecting the commitment of teachers junior high school Negeri And District Of percut Sei Tuan residence.

Keywords: *Teacher Commitment, Organizational Culture, Emotional Intelligence, and Management of work stress.*