ABSTRAK

Jusup Debataraja. NIM. 8146132030 Pengaruh Kepemimpinan Transformasional, Motivasi Intrinsik, dan Kepuasan Kerja Terhadap Komitmen Afektif Guru SMK Negeri di Kabupaten Nias Barat. Tesis. Program Studi Administrasi Pendidikan. Medan: Pascasarnana Universitas Negeri Medan, 2018.

Tujuan dari penelitian ini untuk mengetahui pengaruh kepemimpinan transformasional terhadap kepuasan kerja guru, pengaruh motivasi intrinsik terhadap kepuasan kerja guru, pengaruh kepemimpinan transformasional terhadap komitmen afektif guru, pengaruh motivasi instrinsik terhadap komitmen afektif guru, dan pengaruh kepuasan kerja terhadap komitmen afektif guru di SMK Negeri di Kabupaten Nias Barat. Penelitian ini di lakukan di SMK Negeri di Kabupaten Nias Barat. Populasi penelitian 160 orang guru dan untuk menentukan jumlah sampel diggunakan tabel *Issac* dan *Michael*, yaitu sebanyak 110 orang dengan teknik sampling Proporsional Random Sampling. Pengumpulan data dilakukan menggunakan angket, setelah lebih dahulu dilakukan ujicoba.Instrumen. Teknik analisis data yang digunakan terdiri dari analisis deskriptif, uji persyaratan analisis, dan analisis jalur dengan taraf signifikansi α sebesar 0,05. Hasil penelitian menunjukkan kepemimpinan transformasional berpengerah langsung positif terhadap kepuasan kerja, Motivasi Instrinsik berpengaruh langsung positif terhadap kepuasan kerja, kepemimpinan transformasional berpengerah langsung positif terhadap Komitmen Afektif, Motivasi Instrinsik berpengaruh langsung positif terhadap Komitmen Afektif dan Kepuasan Kerja berpengaruh langsung terhadap Komitmen Afektif Guru. Untuk menurunkan Komitmen Afektif Guru dapat dilakukan dengan meningkatkan Kepemimpinan Transformasional, Motivasi Instrinsik dan Kepuasan kerja guru.

Kata Kunci: Kepemimpinan Transformasional, Motivasi Instrinsik, Kepuasan Kerja, Komitmen Afektif

THE Character Building UNIVERSITY

The Influence of Transformational Leadership, Intrinsic Motivation, and Job Satisfaction on Affective Commitments of State Vocational Teachers in West Nias Regency

Abstract

Jusup Debataraja[1)] Sukarman Purba[2)] Wesly Hutabarat[3)]

[1)] Senior Vocational Schools Teacher of West Nias [2,3)] Postgraduate Lecturers State University of Medan

Email: matakura2ku@gmail.com

The purpose of this study was to determine the influnce of transformational leadership on teacher job satisfaction, motivation on teacher job satisfaction, transformational leadership on teacher affective commitment, motivation on teacher affective commitment, and job satisfaction on teacher affective commitment in state vocational schools. West Nias Regency. This research was conducted at State Vocational Schools in West Nias Regency. The study population was 160 teachers and to determine the number of samples used Issac and Michael tables, as many as 110 people with proportional random sampling technique. Data collection was carried out using a questionnaire, after the first trial was conducted. The data analysis technique used consisted of descriptive analysis, requirements analysis test, and path analysis with a significance level of α of 0.05. The results showed that transformational leadership was directly positive towards job satisfaction, Instrinsic motivation had a direct positive effect on job satisfaction, transformational leadership was directly positive towards Affective Commitment, Instrinsic Motivation had a direct positive effect on Affective Commitment and Job Satisfaction had a direct effect on Teacher Affective Commitments. To reduce the Affective Commitment the teacher can be done by increasing Transformational Leadership, Instrinsic Motivation and teacher's job satisfaction.

Keywords: Transformational Leadership, Instrinsic Motivation, Job Satisfaction, Affective Commitment