

ABSTRAK

Yanti Handayani. Hubungan Antara Persepsi Terhadap Kepemimpinan Transformasional Kepala Sekolah dan Budaya Organisasi Dengan Kinerja Guru Di SMA Kecamatan Sei Rampah Kabupaten Sergai

Penelitian ini bertujuan untuk mengetahui hubungan persepsi terhadap kepemimpinan transformasional kepala sekolah dan budaya organisasi dengan kinerja guru di SMA Kecamatan Sei Rampah Kabupaten Sergapengui. Penelitian ini menggunakan statistik korelasional dengan responden sebanyak 84 guru SMA di Kecamatan Sei Rampah Kabupaten Sergai. Pengumpulan data persepsi terhadap kepemimpinan transformasional kepala sekolah, budaya organisasi dan kinerja guru diperoleh melalui kuesioner.

Data dianalisis dengan menggunakan teknik korelasi sederhana, regresi, korelasi ganda dan korelasi parsial. Hasil temuan penelitian adalah terdapat hubungan yang positif antara: (1) Persepsi terhadap kepemimpinan transformasional kepala sekolah dengan kinerja guru dengan r_{y1} sebesar 0,2381 dengan persamaan regresi $\hat{Y} = 31,536 + 0,470X_1$, (2) Budaya organisasi dengan kinerja guru dengan r_{y2} sebesar 0,2670 persamaan regresi $\hat{Y} = 36,450 + 0,395X_2$ dan persepsi terhadap kepemimpinan transformasional kepala sekolah dan budaya organisasi secara bersama sama dengan kinerja guru dengan r_{y12} sebesar 0,3096 dengan regresi $\hat{Y} = 68,990 + 0,327X_1 + 0,313X_2$

Besarnya korelasi parsial antara persepsi terhadap kepemimpinan transformasional kepala sekolah (X_1) dengan kinerja guru (Y) bila budaya organisasi (X_2) dianggap konstan adalah 0,466 dan korelasi parsial antara budaya organisasi (X_2) dengan kinerja guru (Y) bila persepsi terhadap kepemimpinan transformasional kepala sekolah (X_1) dianggap konstan adalah 0,541.

Hasil penelitian ini menyimpulkan bahwa makin tinggi persepsi terhadap kepemimpinan transformasional kepala sekolah dan budaya sekolah maka makin efektif kinerja guru di guru SMA di Kecamatan Sei Rampah Kabupaten Sergai.

ABSTRACT

Yanti Handayani. The Relationship between Perception Of Transformational Leadership and Organizational Culture Principal Teacher Performance With High School District District Sei Rampah Sergai.

This study aimed to determine the relationship of perception of principal transformational leadership and organizational culture with the performance of teachers in the school district Rampah Sei Sergapengui district. This study used statistical correlation with the respondents, 84 high school teachers in District Sei Rampah Sergai district. Data collection perceptions of principal transformational leadership, organizational culture and teacher performance is obtained through a questionnaire.

Data were analyzed by using a simple correlation, regression, correlation and multiple partial correlation. The findings of the study is that there is a positive relationship between: (1) Perceptions of transformational leadership principals with teacher performance with r_{y1} at 0.2381 with a regression equation $\hat{Y} = 31.536 + 0.470 X_1$, (2) organizational culture with the performance of teachers with r_{y2} at 0,2670 regression equation $\hat{Y} = 36.450 + 0.395 X_2$ and perceptions of principal transformational leadership and organizational culture along with the performance of teachers with r_{y12} at 0.3096 with a regression equation $\hat{Y} = 68.990 + 0.327 X_1 + 0.313 X_2$

The magnitude of the partial correlation between perceptions of transformational leadership principals (X_1) with teacher performance (Y) when the culture of the organization (X_2) is considered constant is 0.466 and the partial correlation between organizational culture (X_2) with teacher performance (Y) when the perception of transformational leadership head school (X_1) is considered constant is 0.541.

The results of this study concluded that the higher the perception of transformational leadership principals and school culture the more effective performance of teachers in the high school teacher in the District of Sei Rampah Sergai district.