

ABSTRAK

AKMALUDDIN. Pengaruh Kepemimpinan, Kecerdasan Emosional, Kepuasan Kerja dan Motivasi Kerja terhadap Komitmen Guru SMA Negeri di Kota Banda Aceh Provinsi Aceh. Disertasi. Medan: Program Pascasarjana Universitas Negeri Medan, September 2020

Penelitian ini bertujuan mengetahui: (1) pengaruh kepemimpinan terhadap kepuasan kerja, (2) pengaruh kecerdasan emosional terhadap kepuasan kerja, (3) pengaruh kepemimpinan terhadap motivasi kerja, (4) pengaruh kecerdasan emosional terhadap motivasi, (5) pengaruh kepemimpinan terhadap komitmen guru, (6) pengaruh kecerdasan emosional terhadap komitmen guru, (7) pengaruh kepuasan kerja terhadap komitmen guru dan (8) pengaruh motivasi kerja terhadap komitmen guru. Populasi penelitian adalah guru SMA Negeri di Kota Banda Aceh dengan jumlah sampel sebanyak 252 orang yang diambil dengan cara *proportional random sampling*, dan data dianalisis dengan menggunakan analisis jalur setelah dihitung korelasi seluruh variabel penelitian dalam bentuk matriks. Hasil temuan penelitian diperoleh komitmen organisasi guru SMA Negeri di Kota Banda Aceh secara langsung dipengaruhi oleh kepemimpinan, kecerdasan emosional, kepuasan kerja dan motivasi kerja. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh langsung kepemimpinan terhadap kepuasan kerja, (2) terdapat pengaruh langsung kecerdasan emosional terhadap kepuasan kerja, (3) terdapat pengaruh langsung kepemimpinan terhadap motivasi kerja, (4) terdapat pengaruh langsung kecerdasan emosional terhadap motivasi kerja, (5) terdapat pengaruh langsung kepemimpinan terhadap komitmen guru, (6) terdapat pengaruh langsung kecerdasan emosional terhadap komitmen guru, dan (7) terdapat pengaruh langsung kepuasan kerja terhadap komitmen guru, (8) terdapat pengaruh langsung motivasi kerja terhadap komitmen guru. Serta menemukan model komitmen guru yang dibangun berdasarkan hubungan kausal asosiatif antara variabel eksogenous dengan variabel endogenous. Saran yang dapat disimpulkan dalam penelitian ini yaitu: (1) pemerintah Provinsi Aceh yang berwenang agar dapat melahirkan kebijakan sesuai dengan temuan dalam penelitian ini (2) bagi kepala dinas pendidikan Aceh agar dapat meningkatkan kualitas profesionalitas kebijakan yang diarahkan kepada kualitas kepala sekolah dan komitmen guru (3) bagi kepala sekolah agar dapat menjadikan bahan pertimbangan dalam membentuk komitmen organisasi guru pada sekolahnya (4) bagi guru agar dapat menjadikan acuan dalam menjalankan tugas sebagai guru (5) bagi peneliti agar dapat menambah khasanah dalam mengembangkan penerapan manajemen pendidikan.

Kata Kunci: Kepemimpinan, Kecerdasan Emosional, Kepuasan Kerja, Motivasi Kerja dan Komitmen Guru.

ABSTRACT

AKMALUDDIN .The Effect of Leadership, Emotional Intelligence, Job Satisfaction and Work Motivation to the Commitment of Senior High School Teachers in Banda Aceh, Aceh Province. Dissertation. Medan: Postgraduate Program at State University of Medan, September 2020.

This study aims to determine: (1) the effect of leadership to job satisfaction , (2) the effect of emotional intelligence to job satisfaction , (3) the effect of leadership to work motivation, (4) the effect of emotional intelligence to motivation , (5) the effect of leadership to teacher's commitment, (6) the effect of emotional intelligence to teacher's commitment , (7) the effect of job satisfaction to teacher's commitment and (8) the effect of work motivation to teacher's commitment. The population of this research was a senior high school teachers in Banda Aceh with total sample of 252 people. It was taken by proportional random sampling technique. The data were analyzed using path analysis as calculated correlation study of all variables in the form of a matrix. The results of this research show that the organizational commitment of public high school teachers in Banda Aceh is directly effect by leadership, emotional intelligence, job satisfaction and work motivation. Based on hypothesis testing, it can be concluded: (1) there is a direct effect of leadership to job satisfaction , (2) there is a direct effect of emotional intelligence to job satisfaction , (3) there is a direct effect of leadership to work motivation , (4) there is a direct effect of emotional intelligence to work motivation, (5) there is a direct effect of the leadership to the teacher's commitment , (6) there is a direct effect of emotional intelligence to the teacher's commitment, and (7) there is a direct effect of job satisfaction to the teacher's commitment, (8) there is a direct effect of work motivation to the teacher's commitment. And finding and finding teacher commitment model that is built based on the associative causal relationship between exogenous variables and endogenous variables Moreover, the suggestions of this study can be concluded: (1) the Aceh provincial government is authorized to produce policies in accordance with the findings in this study (2)for the head of the Aceh education office need to improve the quality of professionalism of policies directed at the quality of school principals and teacher commitment (3) for the principal need to take consideration in forming the commitment of the teacher organization at his school (4) for the teachers need to make a reference in carrying out their duties as a teacher (5) for the researcher need to develop the application of educational management.

Keywords : Leadership, Emotional Intelligence, Job Satisfaction, Work Motivation, and Teacher's Commitment.