

ABSTRAK

Musdiani. Pengaruh Kepemimpinan Kepala Sekolah, Budaya Organisasi, Motivasi Kerja, Kepuasan Kerja terhadap Kinerja Guru SMA Negeri Kota Banda Aceh. Medan: Program Pascasarjana Universitas Negeri Medan, Mei 2020.

Tujuan penelitian ini untuk mengetahui informasi yang berkaitan dengan: (1) model kinerja guru yang dibangun berdasarkan hubungan kausal asosiatif antara variabel eksogenus dengan variabel endogenus, (2) pengaruh kepemimpinan kepala sekolah terhadap motivasi kerja, (3) pengaruh budaya organisasi terhadap motivasi kerja, (4) pengaruh kepemimpinan kepala sekolah terhadap kepuasan kerja, (5) pengaruh budaya organisasi terhadap kepuasan kerja, (6) pengaruh kepemimpinan kepala sekolah terhadap kinerja guru, (7) pengaruh budaya organisasi terhadap kinerja guru, (8) pengaruh motivasi kerja terhadap kinerja guru, (9) pengaruh kepuasan kerja terhadap kinerja guru. Penelitian ini dilakukan pada sekolah menengah atas di SMA Negeri Kota Banda Aceh dengan jumlah populasi 716 menjadi sampel yang melibatkan 256 responden dari 15 SMA, Teknik sampling yang digunakan proporsional *random sampling*. Untuk pengumpulan data kuesioner dengan lima alternatif pilihan jawaban. Instrumen yang digunakan terlebih dahulu didahului uji coba kepada responden di luar sampel untuk mendapatkan instrumen yang sah. Uji validitas menggunakan korelasi *Product Moment*, sedangkan untuk menguji reliabilitasnya dengan formula *Alpha Cronbach*. Sebelum dilakukan pengujian hipotesis terlebih dahulu di hitung uji persyaratan analisis mencakup uji normalitas data dan uji linearitas regresi. Hasil penelitian menunjukkan model kinerja guru, (1) kepemimpinan kepala sekolah berpengaruh langsung positif terhadap motivasi kerja, (2) budaya organisasi berpengaruh langsung positif terhadap motivasi kerja, (3) kepemimpinan kepala sekolah berpengaruh langsung positif terhadap kepuasan kerja, (4) budaya organisasi berpengaruh langsung positif terhadap kepuasan kerja, (5) kepemimpinan kepala sekolah berpengaruh langsung positif terhadap kinerja guru, (6) budaya organisasi berpengaruh langsung positif terhadap kinerja guru, (7) motivasi kerja berpengaruh langsung positif terhadap kinerja guru, (8) kepuasan kerja berpengaruh langsung positif terhadap kinerja guru. Berdasarkan hasil yang ditemukan, dapat disimpulkan bahwa setiap perubahan atau variasi yang terjadi pada kepemimpinan kepala sekolah, budaya organisasi, motivasi kerja, dan kepuasan kerja dapat mempengaruhi kinerja guru di SMA Kota Banda Aceh.

Kata kunci: Kepemimpinan Kepala Sekolah, Budaya organisasi, Motivasi kerja, Kepuasan kerja, Kinerja guru.

ABSTRACT

Musdiani. *The Influence of Principal Leadership, Organizational Culture, Work Motivation, Job Satisfaction on Teachers Performance in Banda Aceh City High School. Medan: Postgraduate School of the State University of Medan, May 2020.*

The purposed of this research was aimed information about (1) teacher performance models that are built based on the associative causal relations between exogenous variables and endogenous variables, (2) the influence of school leadership on work motivation, (3) the influence of organizational culture on work motivation, (4) The influence of school leadership on job satisfaction, (5) the influence of organization culture on job satisfaction, (6) the influence of school leadership on teacher performance, (7) the influence of organizational culture on teacher performance, (8) the effect of work motivation on teacher performance, and (9) the effect of job satisfaction on teacher performance. This research was conducted at Banda Aceh city high schools with total population 716 became sample involving 256 respondents from 15 high school, with sampling technique used proportional random sampling. The data collection made with five alternative answer choices questionnaire. The instrument used was preceded by a trial to respondents outside the sample to obtain a valid instrument. Validity test uses correlation Product Moment, whereas to test its reliability with the Alpha Cronbach formula. Before testing the hypothesis, the requirements analysis test includes the data normality test and regression linearity test. The results concluded teaches performance model was obtained, (1) principal's leadership had a direct positive effect on work motivation, (2) organizational culture had a direct positive effect on work motivation, (3) principal's leadership had a direct positive effect on job satisfaction, (4) organizational culture had a direct positive effect on jon satisfaction, (5) principal's leadership had a direct positive effect on teacher performance, (6) organizational culture had a direct positive effect on teacher performance, (7) work motivation had a direct positive effect on teacher performance, and (8) job satisfaction had a positive direct effect on teacher performance. Based on those found, it could be concluded that any changing or variation which occured at principals' leadership, organizational culture, work motivation and job satisfaction, might be effected to teacher performance in Banda Aceh city High School.

Keywords: *Principal leadership, Organizational culture, Work motivation, Job satisfaction, Teacher performance.*