

ABSTRAK

PENGARUH BUDAYA ORGANISASI, IMBALAN, KEPEMIMPINAN TRANSFORMASIONAL, DAN KEPUASAN KERJA TERHADAP KINERJA GURU SD MUHAMMADIYAH DI KOTA MEDAN

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Penelitian ini bertujuan menjawab permasalahan dari 7 (tujuh) hipotesis yang diajukan, meliputi: (1) pengaruh langsung budaya organisasi terhadap kepuasan kerja guru SD Muhammadiyah di Kota Medan; (2) pengaruh langsung imbalan terhadap kepuasan kerja guru SD Muhammadiyah di Kota Medan; (3) pengaruh langsung kepemimpinan transformasional terhadap kepuasan kerja guru SD Muhammadiyah di Kota Medan; (4) pengaruh langsung budaya organisasi terhadap kinerja guru SD Muhammadiyah di Kota Medan; (5) pengaruh langsung imbalan terhadap kinerja guru SD Muhammadiyah di Kota Medan; (6) pengaruh langsung kepemimpinan transformasional terhadap kinerja guru SD Muhammadiyah di Kota Medan; dan (7) pengaruh langsung kepuasan kerja terhadap kinerja guru SD Muhammadiyah di Kota Medan. Populasi penelitian ini adalah Guru SD Muhammadiyah di Kota Medan sebanyak 235 orang dengan jumlah sampel sebanyak 235 orang yang diambil dengan menggunakan tehnik *proporsional random sampling*. Data penelitian diolah dan dianalisis dengan Analisis Jalur (*Path Analysis*). Hasil analisis menunjukkan terdapat (1) pengaruh langsung budaya organisasi terhadap kepuasan kerja guru dengan koefisien jalur sebesar 0,255; (2) pengaruh langsung imbalan terhadap kepuasan kerja guru dengan koefisien jalur sebesar 0,248; (3) pengaruh langsung kepemimpinan transformasional terhadap kepuasan kerja guru dengan koefisien jalur sebesar 0,248; (4) pengaruh langsung budaya organisasi terhadap kinerja guru dengan koefisien jalur sebesar 0,222; (5) pengaruh langsung imbalan terhadap kinerja guru dengan koefisien jalur sebesar 0,193; (6) pengaruh langsung kepemimpinan transformasional terhadap kinerja guru dengan koefisien jalur sebesar 0,186; dan (7) pengaruh langsung kepuasan kerja terhadap kinerja guru dengan koefisien jalur sebesar 0,252. Berdasarkan temuan ini dapat disimpulkan bahwa semakin baik budaya organisasi maka semakin baik juga kepuasan kerja guru, semakin baik imbalan maka semakin baik juga kepuasan kerja guru, semakin baik kepemimpinan transformasional maka semakin baik juga kepuasan kerja guru, semakin baik budaya organisasi maka semakin baik juga kinerja guru, semakin baik imbalan maka semakin baik juga kinerja guru, semakin baik kepemimpinan transformasional maka semakin baik juga kinerja guru, semakin baik kepuasan kerja maka semakin baik pula kinerja guru.

Kata Kunci: *Budaya organisasi, Imbalan, Kepemimpinan transformasional, Kepuasan kerja, Kinerja*

ABSTRACT

THE EFFECT OF ORGANIZATIONAL CULTURE, BENEFITS, TRANSFORMATIONAL LEADERSHIP, AND WORK SATISFACTION ON TEACHER PERFORMANCE OF SD MUHAMMADIYAH IN KOTA MEDAN

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This study aims to answer the problems of 7 (seven) proposed hypotheses, including: (1) direct influence of organizational culture on job satisfaction of Muhammadiyah Elementary School teachers in Medan City; (2) the direct effect of rewards on job satisfaction of Muhammadiyah Elementary School teachers in Medan City; (3) the direct effect of transformational leadership on the job satisfaction of Muhammadiyah Elementary School teachers in Medan City; (4) the direct influence of organizational culture on the performance of Muhammadiyah Elementary School teachers in Medan City; (5) the direct effect of compensation on the performance of Muhammadiyah Elementary School teachers in Medan City; (6) the direct influence of transformational leadership on the performance of Muhammadiyah Elementary School teachers in Medan City; and (7) the direct effect of job satisfaction on the performance of Muhammadiyah Elementary School teachers in Medan City. The study population was 235 Muhammadiyah Elementary School Teachers in Medan City with a total sample of 235 people taken using proportional random sampling techniques. The research data was processed and analyzed by Path Analysis. The results of the analysis show there are: (1) the direct influence of organizational culture on teacher job satisfaction with a path coefficient of 0.255; (2) the direct effect of rewards on teacher job satisfaction with a path coefficient of 0.248; (3) the direct effect of transformational leadership on teacher job satisfaction with a path coefficient of 0.248; (4) the direct influence of organizational culture on teacher performance with a path coefficient of 0.222; (5) the direct effect of rewards on teacher performance with a path coefficient of 0.193; (6) the direct influence of transformational leadership on teacher performance with a path coefficient of 0.186; and (7) the direct effect of job satisfaction on teacher performance with a path coefficient of 0.252. Based on these findings it can be concluded that the better the organizational culture the better the teacher's job satisfaction; the better the rewards the better job satisfaction of the teacher; the better the transformational leadership the better job satisfaction of the teacher; the better the organizational culture the better the reward; the better the teacher's performance; the better transformational leadership the better the teacher's performance; the better the job satisfaction the better the teacher's performance.

Keywords: *Organizational culture, Rewards, Transformational leadership, Job satisfaction, Performance*