

ABSTRACT

MUSRIADI. 8126113008. *The Effect Of Principal's Transformational Leadership, Organizational Culture, Organizational Climate, and Job Satisfaction On Teacher Performance At Junior Highschool State In Banda Aceh City. Dissertation. Medan : Doctoral Program of Graduate Education Management, State University of Medan. 2020.*

The purpose of this study was to find out and examine : (1) the teacher performance model built on associative causal relationships between exogenous variables and endogenous variables,, (2) the effect of principal's transformational leadership to job satisfaction, (3) the effect of organizational culture to job satisfaction, (4) the effect of organizational climate to job satisfaction, (5) the effect of principal's transformational leadership to teacher performance, (6) the effect of organizational culture to teacher performance, (7) the effect of organizational climate to teacher performance, and (8) the effect of job satisfaction to teacher performance. This research was conducted at Junior Highschool State in Banda Aceh City by involving 260 teachers as respondent. Data collection is done by using a questionnaire with five answer choices. The sampling technique were used proportional random sampling. The instruments were used first tried out to respondent outside the sample to obtain validity and reliability Instruments. Validity test uses Product Moment correlation, while to test its reliability with Alpha formula from Cronbac. Before testing the hypothesis, especially before the test is calculated, the requirements of the analysis include: normality data test and regression linearity test.

The results showed (1) Obtained the teacher performance model, (2) there is positive direct effect of principal's transformational leadership to job satisfaction who $p_{41} = 0.440$; (3) there is positive direct effect of organizational culture to job satisfaction who $p_{42} = 0.152$; (4) there is positive direct effect of organizational climate to job satisfaction who $p_{43} = 0.243$; (5) there is positive direct effect of principal's transformational leadership to teacher performance who $p_{51} = 0.175$; (6) there is positive direct effect of organizational culture to teacher performance who $p_{52} = 0.127$; (7) there is positive direct effect of organizational climate to teacher performance who $p_{53} = 0.153$; and (8) there is positive direct effect of job satisfaction to teacher performance who $p_{52} = 0.451$. Based on the acceptance of the research hypothesis, it is found a fixed model that describes the structure of causal relationships between principal's transformational leadership, organizational culture, organizational climate, job satisfaction, and teacher performance at Junior Highschool State in Banda Aceh City.

Keywords : *principal's transformational leadership, organizational culture, organizational climate, job satisfaction, and teacher performance.*

ABSTRAK

MUSRIADI. NIM. 8126113008. Pengaruh Kepemimpinan Transformasional Kepala Sekolah, Budaya Organisasi, Iklim Organisasi, dan Kepuasan Kerja Terhadap Kinerja Guru SMP Negeri Kota Banda Aceh. Disertasi. Medan : Program Doktor Manajemen Pendidikan Pasca Sarjana, Universitas Negeri Medan. 2020.

Tujuan penelitian ini adalah untuk mengetahui dan mengkaji: (1) model kinerja guru yang dibangun berdasarkan hubungan kausal asosiatif antara variabel eksogenus dengan variabel endogenus, (2) pengaruh kepemimpinan transformasional kepala sekolah terhadap kepuasan kerja, (3) pengaruh budaya organisasi terhadap kepuasan kerja, (4) pengaruh iklim organisasi terhadap kepuasan kerja, (5) pengaruh kepemimpinan transformasional kepala sekolah terhadap kinerja guru, (6) pengaruh budaya organisasi terhadap kinerja guru, (7) pengaruh iklim organisasi terhadap kinerja guru, dan (8) pengaruh kepuasan kerja terhadap kinerja guru. Penelitian ini dilakukan pada SMP Negeri di Kota Banda Aceh dengan melibatkan 260 guru sebagai responden. Untuk pengumpulan data dilakukan dengan menggunakan kuesioner dengan lima pilihan jawaban. Teknik sampling yang digunakan proporsional random sampling. Instrumen yang digunakan terlebih dahulu diujicobakan kepada responden di luar sampel untuk mendapatkan instrumen yang sah dan reliabel. Uji validitas menggunakan korelasi *Product Moment*, sedangkan untuk menguji reliabilitasnya dengan formula *Alpha* dari *Cronbac*. Sebelum dilakukan pengujian hipotesis, terlebih dahulu dihitung uji persyaratan analisis yang mencakup: uji normalitas data dan uji linieritas regresi.

Hasil penelitian menunjukkan: (1) diperoleh model kinerja guru, (2) kepemimpinan transformasional kepala sekolah berpengaruh langsung positif terhadap kepuasan kerja ditunjukkan bahwa $p_{41}= 0,440$; (3) budaya organisasi berpengaruh langsung positif terhadap kepuasan kerja ditunjukkan bahwa $p_{42}= 0,152$; (4) iklim organisasi berpengaruh langsung positif terhadap kepuasan kerja ditunjukkan bahwa $p_{43}= 0,243$; (5) kepemimpinan transformasional kepala sekolah berpengaruh langsung positif terhadap kinerja guru ditunjukkan bahwa $p_{51}= 0,175$; (6) budaya organisasi berpengaruh langsung positif terhadap kinerja guru ditunjukkan bahwa $p_{52}= 0,127$; (7) iklim organisasi berpengaruh langsung positif terhadap kinerja guru ditunjukkan bahwa $p_{53}= 0,153$; dan (8) kepuasan kerja berpengaruh langsung positif terhadap kinerja guru ditunjukkan bahwa $p_{54}= 0,451$. Berdasarkan penerimaan hipotesis-hipotesis penelitian maka ditemukan model teoretik atau *fixed model* yang menggambarkan struktur hubungan kausal antara variabel kepemimpinan transformasional, budaya organisasi, iklim organisasi, kepuasan kerja, dan kinerja guru pada Program SMP Negeri Kota Banda Aceh.

Kata Kunci : Kepemimpinan Transformasional, Budaya Organisasi, Iklim Organisasi, Kepuasan Kerja, dan Kinerja Guru.