

ABSTRAK

Teuku salfiyadi. Nim: 88156114012. Pengaruh Budaya Sekolah, Spiritual Capital, Komitmen Organisasi, dan Motivasi Kerja Terhadap Kinerja Guru Usaha Kesehatan Sekolah (UKS) Di Sekolah Dasar Negeri Kota Banda Aceh.

Disertasi: Universitas Negeri Medan.

Penelitian ini bertujuan untuk (1) Mengetahui pengaruh variabel budaya sekolah, spiritual capital, komitmen organisasi, dan motivasi kerja terhadap kinerja guru uks Sekolah Dasar Negeri (SDN); (2) Mengetahui rancangan model (*fixed model*) atau model teoritik yang dapat menggambarkan hubungan kausal antara variabel laten terhadap kinerja. Penelitian dilakukan terhadap guru uks Sekolah Dasar Negeri (SDN) di Kota Banda Aceh, dengan melibatkan 174 orang guru. Pengumpulan data dengan menggunakan kuesioner bentuk pilihan ganda dengan model skala likert. Sebelum melaksanakan penelitian, dilakukan uji coba instrumen dengan tujuan untuk mengetahui validitas dan reliabilitas instrumen. Uji validitas dengan *Korelasi Product Moment*, dan uji reliabilitas dengan formula *Alpha Cronbach*. Teknik analisis data dilakukan dengan dua tahap, yaitu secara deskriptif dan inferensial. Analisis deskriptif bertujuan untuk menggambarkan karakteristik data, meliputi mean, median, mode dan variance. Analisis inferensial digunakan untuk pengajuan dan uji hipotesis. Uji persyaratan analisis mencakup uji normalitas dan uji regresi linieritas. Pengujian normalitas variabel penelitian digunakan uji *Liliefors*. Pengujian regresi linieritas antara variabel digunakan statistik bantuan SPSS v.20. Hasil penelitian adalah (1) Budaya sekolah berpengaruh langsung positif terhadap spiritual capital 0.470, (2) Budaya sekolah berpengaruh langsung positif terhadap komitmen organisasi 0.482, (3) Spiritual capital berpengaruh langsung positif terhadap motivasi kerja 0.171, (4) Budaya sekolah berpengaruh langsung positif terhadap motivasi kerja 0.223, (5) Komitmen organisasi berpengaruh langsung positif terhadap motivasi kerja 0.174, (6) Budaya sekolah berpengaruh langsung positif terhadap kinerja guru 0.128, (7) Spiritual capital berpengaruh langsung positif terhadap kinerja guru sebesar 0.278, (8) Komitmen organisasi berpengaruh langsung positif terhadap kinerja guru 0.223, dan (9) Motivasi kerja berpengaruh langsung positif terhadap kinerja guru 0.411. Kesimpulan budaya sekolah, spiritual capital, komitmen organisasi motivasi kerja berpengaruh langsung terhadap kinerja guru uks Sekolah Dasar Negeri (SDN) di Kota Banda Aceh. Saran, guru berupaya untuk memberikan berupa perbaikan dalam meningkatkan kinerjanya agar menjadi semakin baik

Kata Kunci: *budaya sekolah, spiritual capital, komitmen guru dan motivasi kerja terhadap kinerja.*

ABSTRACT

Teuku Salfiyadi. Nim: 88156114012. The Influence of School Culture, Spiritual Capital, Organizational Commitment, and Work Motivation on the Performance of School Health Business Teachers (UKS) in Banda Aceh City Primary School. Dissertation: Medan State University.

This study aims to (1) Determine the influence of school culture variables, spiritual capital, organizational commitment, and work motivation on the performance of elementary school (SDN) teachers; (2) Knowing the design model (*fixed model*) or theoretical model that can describe the causal relationship between latent variables on performance. The study was conducted on elementary school elementary school (SDN) teachers in Banda Aceh City, involving 174 teachers. Data collection using a multiple choice questionnaire with a Likert scale model. Before conducting research, an instrument trial was conducted with the aim of knowing the validity and reliability of the instrument. Validity test with *Product Moment Correlation*, and reliability testing with formula *Cronbach Alpha*. The data analysis technique was carried out in two stages, descriptive and inferential. Descriptive analysis aims to describe the characteristics of the data, including the mean, median, mode and variance. Inferential analysis is used for the submission and testing of hypotheses. The analysis requirements test covers the normality test and linearity regression test. Testing the normality of research variables used the test *Liliefors*. Linearity regression testing between variables used SPSS v.20 help statistics. The results of the study are (1) School culture has a direct positive effect on spiritual capital 0.470, (2) School culture has a direct positive effect on organizational commitment 0.482, (3) Spiritual capital has a direct positive effect on work motivation 0.171, (4) School culture has a direct positive effect on work motivation 0.223, (5) Organizational commitment has a direct positive effect on work motivation 0.174, (6) School culture has a direct positive effect on teacher performance 0.128, (7) Spiritual capital has a direct positive effect on teacher performance by 0.278, (8) Organizational commitment positive direct effect on teacher performance 0.223, and (9) work motivation has a positive direct effect on teacher performance 0.411. Conclusions school culture, spiritual capital, organizational commitment work motivation directly affect the performance of elementary school (SDN) teachers in Banda Aceh . Suggestions, teachers strive to provide improvements in improving their performance to be better.

Keywords: *School Culture, Spiritual Capital, Teacher Commitment And Work Motivation For Performance.*