

## ABSTRAK

**Nurmala, NIM. 8186131003. Pengaruh Kepemimpinan Spiritual Kepala Madrasah, Pengalaman Kerja dan Motivasi Intrinsik Terhadap Komitmen Afektif Guru Madrasah Tsanawiyah Negeri Di Kabupaten Aceh Tamiang.**

**Tesis. Program Studi Administrasi Pendidikan. Program Pascasarjana Universitas Negeri Medan. 2021.**

Penelitian ini bertujuan untuk mendeskripsikan dan mengetahui: (1) pengaruh kepemimpinan spiritual kepala madrasah terhadap motivasi intrinsik guru; (2) pengaruh pengalaman kerja terhadap motivasi intrinsik guru; (3) pengaruh kepemimpinan spiritual kepala madrasah terhadap komitmen afektif guru; (4) pengaruh pengalaman kerja terhadap komitmen afektif guru; (5) pengaruh motivasi intrinsik terhadap komitmen afektif guru. Di sekolah guru diharapkan mempunyai komitmen afektif yang tinggi. Tingginya komitmen afektif guru dapat disebabkan oleh beberapa faktor, diantaranya adalah kepemimpinan, pengalaman kerja dan motivasi intrinsik. Penelitian ini menggunakan metode kuantitatif, model yang digunakan adalah analisis jalur (*path analysis*). Populasi dalam penelitian ini sebanyak 130 orang guru dengan sampel sebanyak 98 guru. Instrument yang digunakan untuk pengumpulan data adalah dengan model skala likert. Hasil dari penelitian ini ditemukan: (1) terdapat pengaruh langsung positif kepemimpinan spiritual kepala madrasah terhadap motivasi intrinsik sebesar 1,18%. (2) terdapat pengaruh langsung positif pengalaman kerja terhadap motivasi intrinsik guru sebesar 16,1%. (3) terdapat pengaruh langsung positif kepemimpinan spiritual kepala madrasah terhadap komitmen afektif guru sebesar 26,8%. (4) terdapat pengaruh langsung positif pengalaman kerja terhadap komitmen afektif guru sebesar 14,5 %. (5) terdapat pengaruh langsung positif motivasi intrinsik terhadap komitmen afektif guru sebesar 8,8%.

**Kata Kunci: Kepemimpinan Spiritual Kepala Madrasah, Pengalaman Kerja, Motivasi Intrinsik, Komitmen Afektif Guru**

## ABSTRACT

**Nurmala, NIM. 8186131003. *The Influence of Madrasah Principal Spiritual Leadership, Work Experience and Intrinsic Motivation on Affective Commitment of State Madrasah Tsanawiyah Teachers in Aceh Tamiang District.***

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*This study aims to describe and determine: (1) the influence of the headmaster's spiritual leadership on the teacher's intrinsic motivation; (2) the effect of work experience on teachers' intrinsic motivation; (3) the influence of the headmaster's spiritual leadership on the affective commitment of teachers; (4) the effect of work experience on teachers' affective commitment; (5) the effect of intrinsic motivation on teachers' affective commitment. In schools, teachers are expected to have a high affective commitment. The high affective commitment of teachers can be caused by several factors, including leadership, work experience and intrinsic motivation. This study uses quantitative methods, the model used is path analysis. The population in this study were 130 teachers with a sample of 98 teachers. The instrument used for data collection is the Likert scale model. The results of this study were found: (1) there was a direct positive influence of the spiritual leadership of the madrasa principal on intrinsic motivation of 1.18%. (2) there is a direct positive effect of work experience on the intrinsic motivation of teachers by 16.1%. (3) there is a direct positive influence of the madrasa principal's spiritual leadership on the teacher's affective commitment of 26.8%. (4) there is a positive direct effect of work experience on the affective commitment of teachers by 14.5%. (5) there is a direct positive effect of intrinsic motivation on teachers' affective commitment by 8.8%.*

***Keywords: Headmaster Spiritual Leadership, Work Experience, Intrinsic Motivation, Teacher Affective Commitment***