

ABSTRAK

HOTTUA SAMOSIR. NIM. 8156114019. Pengaruh Kepemimpinan, Komitmen Kerja, Etos Kerja dan Pengayaan Literasi Digital terhadap Kinerja Guru SMP Negeri Kabupaten Batubara. **Disertasi**. Program Studi S3 Manajemen Pendidikan Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan menganalisis fixed model teoritik hubungan kausalistik antar variabel kepemimpinan kepala sekolah, komitmen kerja, etos kerja, pengayaan literasi digital, dan kinerja guru. Secara spesifik tujuan penelitian adalah menganalisis: (1) pengaruh langsung kepemimpinan kepala sekolah terhadap pengayaan literasi digital; (2) pengaruh langsung komitmen terhadap pengayaan literasi digital; (3) pengaruh langsung etos kerja terhadap pengayaan literasi; (4) pengaruh langsung kepemimpinan terhadap kinerja guru; (5) pengaruh langsung komitmen terhadap kinerja guru; (6) pengaruh langsung etos kerja terhadap kinerja; (7) pengaruh langsung pengayaan literasi digital terhadap kinerja guru; (8) pengaruh kepemimpinan melalui pengayaan literasi digital terhadap kinerja guru; (9) pengaruh komitmen melalui pengayaan literasi digital terhadap kinerja guru; dan (10) pengaruh etos kerja melalui pengayaan literasi digital terhadap kinerja guru. Penelitian ini dilakukan pada guru-guru SMP Negeri di Kabupaten Batubara, melibatkan 210 orang sebagai sampel yang diambil secara proporsional random. Pengumpulan data menggunakan kuesioner dan khusus kinerja guru dilanjutkan dengan penilaian kepala sekolah. Analisis data menggunakan analisis struktur hingga terbentuk model signifikan yang mempengaruhi kinerja guru. Pengujian 10 hipotesis penelitian dilakukan setelah memenuhi uji persyaratan. Hasil pengujian hipotesis menyatakan terdapat pengaruh langsung positif dan signifikan semua variabel eksogen yaitu kepemimpinan, komitmen kerja, etos kerja dan pengayaan literasi digital terhadap kepemimpinan sebagai variabel endogen. Demikian juga dengan kepemimpinan, komitmen kerja dan etos kerja yang berpengaruh positif terhadap pengayaan literasi digital. Sedangkan pengaruh tidak langsung kepemimpinan terhadap kinerja guru melalui pengayaan digital tidak signifikan. Hal yang sama juga terjadi pada etos kerja yang tidak signifikan pengaruhnya melalui pengayaan digital terhadap kinerja guru. Namun demikian pengaruh tidak langsung komitmen kerja melalui pengayaan literasi digital terbukti signifikan terhadap kinerja guru. Hasil penelitian menghasilkan model peningkatan kinerja guru melalui variabel-variabel penentunya dinilai efektif melalui kepemimpinan, komitmen dan etos kerja. Namun pengayaan literasi digital lebih dominan menentukan kinerja guru meskipun variabel eksodgen ini perlu ditingkatkan melalui kepemimpinan, komitmen dan etos kerja. Temuan penelitian yang mengandung kebaruan adalah pentingnya pengayaan literasi digital pada guru yang dinilai sangat penting sesuai perkembangan teknologi dan kondisi saat ini yang menuntut pembelajaran daring, sehingga literasi digital dominan menentukan kinerja guru SMP di Kabupaten Batubara.

Kata Kunci: Kepemimpinan, komitmen, etos kerja, literasi digital, kinerja guru

ABSTRACT

HOTTUA SAMOSIR. NIM. 8156114019. The Influence of Leadership, Work Commitment, Work Ethic, and Digital Literacy Enrichment on Teacher Performance at the Batubara Regency Public Junior High School. **Dissertation.** Postgraduate Education Management Study Program, Medan State University

This study aims to analyze the fixed theoretical model of the causal relationship between the variables of principal's leadership, work commitment, work ethic, digital literacy enrichment, and teacher performance. Specifically, the research objectives are to analyze: (1) the direct influence of the principal's leadership on the enrichment of digital literacy; (2) the direct influence of commitment to digital literacy enrichment; (3) the direct influence of work ethic on literacy enrichment; (4) the direct influence of leadership on teacher performance; (5) the direct influence of commitment on teacher performance; (6) direct influence of work ethic on performance; (7) the direct influence of digital literacy enrichment on teacher performance; (8) the influence of leadership through digital literacy enrichment on teacher performance; (9) the influence of commitment through digital literacy enrichment on teacher performance; and (10) the influence of work ethic through digital literacy enrichment on teacher performance. This research was conducted on teachers from Junior High School teachers in Batubara Regency, involving 210 people as samples were taken proportionally randomly. Collecting data using a questionnaire and specifically for teacher performance, followed by an assessment of the principal. Analysis of the data using structural analysis to form a significant model that affects teacher performance. The 10 research hypotheses were tested after fulfilling the requirements test. The results of hypothesis testing state that there is a direct positive and significant influence of all exogenous variables, namely leadership, work commitment, work ethic, and digital literacy enrichment on leadership as endogenous variables. Likewise, leadership, work commitment, and work ethic have a positive influence on digital literacy enrichment, while the indirect influence of leadership on teacher performance through digital enrichment is not significant. The same thing also happened to the work ethic, which had no significant influence through digital enrichment on teacher performance. However, the indirect influence of work commitment through digital literacy enrichment has proven to be significant on teacher performance. This study resulted in a model of improving teacher performance through the determinant variables considered effective through leadership, work commitment, and work ethic. However, digital literacy enrichment is more dominant in determining teacher performance even though this exogenous variable needs to be improved through leadership, work commitment, and work ethic. The research finding that contains novelty is the importance of enriching digital literacy for teachers, which is considered very important according to technological developments and current conditions that require online learning. Digital literacy is the dominant factor in determining the performance of Junior High School teachers in Batubara Regency.

Keywords: leadership, commitment, work ethics, digital literacy, teachers performance