

## ABSTRAK

Penelitian ini bertujuan untuk mengidentifikasi permasalahan penerapan good school governance, religiusitas organisasi, komitmen pemimpin dan kinerja guru di SMA Methodist 1, 7, 8, dan 12 Medan. Tujuan penelitian ini adalah untuk mengetahui pengaruh penerapan good school governance dan religiusitas organisasi terhadap kinerja guru melalui komitmen pemimpin. Sampel yang digunakan dalam penelitian ini sebanyak 84 orang dari keempat lokasi penelitian. Metode penelitian yang digunakan adalah penelitian kuantitatif. Teknik pengumpulan data yang digunakan dalam penelitian ini adalah dengan cara wawancara, observasi, dan angket, kemudian perhitungan dilakukan dengan menggunakan aplikasi SPSS. Hasil penelitian yang diperoleh adalah 1) Good school governance tidak berpengaruh terhadap kinerja guru; 2) Good School Governance berpengaruh terhadap komitmen pemimpin; 3) Komitmen pemimpin berpengaruh signifikan terhadap kinerja guru; 4) Religiusitas organisasi berpengaruh signifikan terhadap kinerja guru; 5) Religiusitas organisasi berpengaruh signifikan terhadap komitmen pemimpin; 6) Good School Governance berpengaruh signifikan terhadap kinerja guru melalui komitmen pemimpin; 7) Religiusitas organisasi mempengaruhi kinerja guru melalui komitmen pemimpin. Dari beberapa temuan penelitian ini, disarankan kepada SMA Methodist Medan untuk meningkatkan peran komitmen pemimpin dalam menerapkan good school governance dan dalam menjalankan kegiatan keagamaan di SMA Methodist Medan agar kualitas kinerja guru yang dihasilkan lebih baik. bagus. Pelaksanaan peningkatan kinerja memerlukan kebijakan, pelatihan, alokasi sumber daya, dan sosialisasi di SMA Methodist Medan.

**Kata Kunci : Penerapan *Good School Governance*, Religiusitas Organisasional, Komitmen Pemimpin, dan Kinerja Guru.**



## ABSTRACT

This study aims to identify the problems of implementing good school governance, organizational religiosity, leader commitment and teacher performance at Methodist 1, 7, 8, and 12 High School Medan. The purpose of this study was to determine the effect of implementing good school governance and organizational religiosity on teacher performance through leader commitment. The samples used in this study were 84 people from the four research sites. The research method used is quantitative research. The data collection technique used in this study was by means of interviews, observations, and questionnaires, then the calculations were carried out using the SPSS application. The research results obtained are 1) Good school governance has no effect on teacher performance; 2) Good school governance has an effect on leader commitment; 3) Leader commitment has a significant effect on teacher performance; 4) Organizational religiosity has a significant effect on teacher performance; 5) Organizational religiosity has a significant effect on leader commitment; 6) Good school governance has a significant effect on teacher performance through leader commitment; 7) Organizational religiosity affects teacher performance through leader commitment. From some of the findings of this study, it is suggested to SMA Methodist Medan to increase the role of leader commitment in implementing good school governance and in carrying out religious activities in SMA Methodist Medan so that the quality of the performance of the teachers produced is good. Implementation of performance improvement requires policies, training, resource allocation, and socialization at SMA Methodist Medan.

**Keywords :** *Implementation of Good School Governance, Organizational Religiosity, Leader Commitment, and Teacher Performance.*

