

ABSTRAK

Rosawidiani, Nyoman Sri. (2022). *Hubungan Gaya Kepemimpinan Transformasional, Gaya Komunikasi, Etos Kerja dan Motivasi Kerja Terhadap Kinerja Guru di SMK Negeri 1 Tejakula*”.

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Kata kunci: Gaya Kepemimpinan Transformasional, Gaya Komunikasi, Etos Kerja, Motivasi Kerja, Kinerja Guru.

Penelitian ini bertujuan untuk mengetahui besaran hubungan variabel gaya kepemimpinan transformasional kepala sekolah, gaya komunikasi, etos kerja dan motivasi kerja terhadap kinerja guru di SMK Negeri 1 Tejakula. Jenis penelitian ini adalah *ex-post facto* dengan rancangan analisis regresi linier berganda. Populasi dalam penelitian ini sejumlah 50 orang. Sampel penelitian penelitian ini berjumlah 44 orang. Pengumpulan data menggunakan kuesioner tentang variabel gaya kepemimpinan transformasional kepala sekolah, gaya komunikasi, etos kerja dan motivasi kerja terhadap kinerja guru. Hasil penelitian menunjukkan bahwa (1) terdapat hubungan gaya kepemimpinan transformasional kepala sekolah dengan kinerja guru sebesar 27,17%, (2) terdapat hubungan gaya komunikasi terhadap kinerja guru sebesar 10,22%, (3) terdapat hubungan etos kerja terhadap kinerja guru sebesar 33,39%, (4) terdapat hubungan motivasi kerja terhadap kinerja guru sebesar 14,39%, dan (5) terdapat hubungan gaya kepemimpinan transformasional kepala sekolah, gaya komunikasi, etos kerja dan motivasi kerja secara bersama-sama berkorelasi secara signifikan terhadap kinerja guru dengan korelasi sebesar 85,2%. Guru biasanya mempunyai kemampuan, tetapi kurang memiliki kemauan kerja dan kepercayaan diri. Dengan gaya partisipatif ini pemimpin dan anak buah bersama-sama berperan di dalam proses pengambilan keputusan. Dalam kematangan seperti ini, upaya tugas tidak diperlukan, namun upaya hubungan perlu ditingkatkan dengan membuka komunikasi dua arah.

ABSTRACT

Rosawidiani, Nyoman Sri. 2022. *The Relationship between Transformational Leadership Style, Communication Style, Work Ethic and Work Motivation on Teacher Performance at SMK Negeri 1 Tejakula.*

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Keywords: Transformational Leadership Style, Communication Style, Work Ethic, Work Motivation, Teacher Performance.

This study aims to determine the magnitude of the relationship between the principal's transformational leadership style variables, communication style, work ethic and work motivation on teacher performance at SMK Negeri 1 Tejakula. This type of research is ex-post facto with multiple linear regression analysis design. The population in this study was 50 people. The research sample of this research was 44 people. Collecting data using a questionnaire about the variables of the principal's transformational leadership style, communication style, work ethic and work motivation on teacher performance. The results showed that (1) there is a relationship between the principal's transformational leadership style and teacher performance of 27.17%, (2) there is a relationship between communication style and teacher performance of 10.22%, (3) there is a relationship between work ethic and teacher performance of 33.39%, (4) there is a relationship between work motivation and teacher performance of 14,39%, and (5) there is a relationship between the principal's transformational leadership style, communication style, work ethic and work motivation which together correlate significantly with teacher performance with a correlation of 85.2%. Teachers usually have the ability, but lack the will to work and confidence. With this participative style, leaders and subordinates play a role in the decision-making process. In this maturity, task effort is not needed, but relationship effort needs to be increased by opening two-way communication.