

ABSTRAK

Candra Dewi, D.A.K Mahendra (2023).” *Kontribusi Kepemimpinan Situasional, Supervisi Akademik, Iklim Kerja dan Motivasi Kerja Terhadap Komitmen Organisasional Guru di SMA di Kecamatan Mendoyo*” Tesis, Administrasi Pendidikan, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata Kunci: Kepemimpinan Situasional, Supervisi Akademik, Iklim Kerja, Motivasi Kerja, Komitmen Organisasional guru.

Penelitian ini bertujuan untuk mengetahui besaran kontribusi variabel kontribusi kepemimpinan situasional, supervisi akademik, iklim kerja dan motivasi kerja terhadap komitmen organisasional guru SMA di Kecamatan Mendoyo. Jenis Penelitian ini adalah *ex-post facto*. Populasi dalam penelitian ini berjumlah 86 orang. Seluruh populasi dijadikan sampel penelitian sehingga penelitian ini termasuk studi populasi. Pengumpulan data menggunakan kuesioner pilihan tertutup model skala Likert. Hasil penelitian ini menunjukkan bahwa (1) bahwa kepemimpinan situasional berkontribusi terhadap komitmen organisasional sebesar 15,46%, 2) bahwa supervisi akademik berkontribusi terhadap komitmen organisasional sebesar 38,34%, (3) bahwa iklim kerja berkontribusi terhadap komitmen organisasional guru sebesar 5,89% (4) bahwa motivasi kerja berkontribusi terhadap komitmen organisasional guru sebesar 13,08% (5) bahwa secara simultan kepemimpinan situasional, supervisi akademik, iklim kerja, dan motivasi kerja berkontribusi terhadap komitmen organisasional guru sebesar 72,77%.

ABSTRACT

Candra Dewi, D.A.K Mahendra (2023). *The Contribution of Situational Leadership, Academic Supervision, Work Climate and Work Motivation to the Organizational Commitment of Teachers in High Schools in Mendoyo District*. **Thesis**. Educational Administration, Postgraduate Program, Ganesha University of Education.

This thesis had been approved and corrected by: advisor I: Prof. Dr. Anak Agung Gede Agung, M.Pd. and advisor II: Prof. Dr. Made Yudana, M.Pd.

Keywords: Situational Leadership, Academic Supervision, Work Climate, Work Motivation, Teacher Organizational Commitment.

This study aims to determine the magnitude of the contribution of the variabel contribution of situational leadership, academic supervision, work climate and work motivation to teacher organizational commitment. This type of research is ex-post facto with multiple linear regression analysis design. The population in this study amounted to 86 people. The entire population is use as a research sample so that this research is a population study. Data collection used a questionnaire about the variabels of situational leadership, academic supervision, work climate, work motivation, and teacher organizational commitment. The results of this study shows that (1) situational leadership does contributes to teachers' organizational commitment as far as 15,46%, (2) academic supervision does contributes to teachers' organizational commitment as far as 38,34%, (3) working climate does contributes to teachers' organizational commitment as far as 5,89%, (4) working motivation does contributes to teachers' organizational commitment as far as 13,08% (5) situational leadership, academic supervision, working condition and working motivation simultaneously does contributes to teachers' organizational commitment as far as 72,77%.