

ABSTRAK

Artawan, Kadek Yudhi. (2022). *Kontribusi Gaya Kepemimpinan Kepala Sekolah, Motivasi Kerja, Iklim Kerja dan Etos Kerja terhadap Kinerja Guru di SMA Negeri 2 Tejakula*”.

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

Penelitian ini bertujuan untuk mengetahui besaran hubungan variabel gaya kepemimpinan kepala sekolah, motivasi kerja, iklim kerja dan etos kerja terhadap kinerja guru di SMA Negeri 2 Tejakula . Jenis penelitian ini adalah *ex-post facto* dengan rancangan analisis regresi linier berganda. Populasi dalam penelitian ini sejumlah 36 orang. Sampel penelitian penelitian ini berjumlah 30 orang. Pengumpulan data menggunakan kuesioner tentang variabel gaya kepemimpinan kepala sekolah, motivasi kerja, iklim kerja dan etos kerja terhadap kinerja guru. Hasil penelitian menunjukkan bahwa (1) terdapat kontribusi gaya kepemimpinan kepala sekolah terhadap kinerja guru sebesar 29,00%, (2) terdapat kontribusi motivasi kerja terhadap kinerja guru sebesar 32,42%, (3) terdapat kontribusi iklim kerja terhadap kinerja guru sebesar 13,56%, (4) terdapat hubungan etos kerja terhadap kinerja guru sebesar 17,46%, dan (5) terdapat kontribusi gaya kepemimpinan kepala sekolah, motivasi kerja, iklim kerja dan etos kerja secara bersama-sama berkorelasi secara signifikan terhadap kinerja guru dengan korelasi sebesar 92,44%.

ABSTRACT

Artawan, Kadek Yudhi. 2022. The Contribution of the Principal's Leadership Style, Work Motivation, Work Climate and Work Ethics to Teacher Performance at SMA Negeri 2 Tejakula

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Keywords: Leadership Style, Work Motivation, Work Climate, Work Ethic, Teacher Performance

This study aims to determine the magnitude of the relationship between principal leadership style variables, work motivation, work climate and work ethic on teacher performance in SMA Negeri 2 Tejakula. This type of research is ex-post facto with multiple linear regression analysis design. The population in this study was 36 people. The research sample of this research was 30 people. Collecting data using a questionnaire about the principal's leadership style variables, work motivation, work climate and work ethic on teacher performance. The results showed that (1) there was a contribution of the principal's leadership style to teacher performance of 29,00%, (2) there was a contribution of work motivation to teacher performance of 32,42%, (3) there was a contribution of work climate to teacher performance of 13,56%, (4) there is a relationship between work ethic and teacher performance of 17,46%, and (5) there is a contribution of the principal's leadership style, work motivation, work climate and work ethic which together are significantly correlated with teacher performance with correlation of 92.44%.