

ABSTRAK

Risadiana, Made Dwi (2022). " *Determinasi Kepemimpinan Transformasional, Etos Kerja, Komitmen Organisasional, dan Motivasi Kerja Terhadap Kinerja Guru Sma Negeri di Kota Denpasar* " Tesis, Administrasi Pendidikan, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata Kunci: Kepemimpinan transformasional, Etos kerja, Komitmen Organisasional, Motivasi, Kinerja.

Permasalahan dalam penelitian ini adalah apakah terdapat determinasi kepemimpinan transformasional, etos kerja, komitmen organisasional dan motivasi kerja terhadap kinerja guru SMA Negeri di Kota Denpasar. Tujuan penelitian ini adalah untuk mengetahui besaran determinasi kepemimpinan transformasional, etos kerja komitmen organisasional dan motivasi kerja terhadap kinerja guru SMA Negeri di Kota Denpasar. Penelitian ini adalah penelitian "ex-post facto" dengan besar sampel 233 orang. Data dikumpulkan dengan kuesioner dan dokumen. Analisis data dilakukan dengan teknik regresi sederhana, regresi ganda, dan korelasi parsial. Hasil penelitian menunjukkan bahwa: (1) ada determinasi yang signifikan antara kepemimpinan transformasional terhadap kinerja guru SMA Negeri di Kota Denpasar, dengan Koefisien korelasi sebesar 0,433 dan sumbangan efektifnya sebesar 9,01%. (2) ada determinasi yang signifikan antara etos kerja terhadap kinerja guru SMA Negeri di Kota Denpasar, dengan Koefisien korelasi sebesar 0,314 dan sumbangan efektifnya sebesar 4,71%. (3) ada determinasi yang signifikan antara komitmen organisasional terhadap kinerja guru SMA Negeri di Kota Denpasar, dengan Koefisien korelasi sebesar 0,255 dan sumbangan efektifnya sebesar 0,38%. (4) ada determinasi yang signifikan antara motivasi kerja terhadap kinerja guru SMA Negeri di Kota Denpasar, dengan Koefisien korelasi sebesar 0,513 dan sumbangan efektifnya sebesar 19,01% (5) secara bersama-sama, ada determinasi yang signifikan antara kepemimpinan transformasional, etos kerja, komitmen organisasional dan motivasi kerja terhadap kinerja guru SMA Negeri di Kota Denpasar, dengan Koefisien korelasi ganda sebesar 0,575 dan determinasinya sebesar 33,10% terhadap kinerja guru SMA Negeri di Kota Denpasar. Dapat disimpulkan terdapat determinasi yang signifikan kepemimpinan transformasional, etos kerja, komitmen organisasional dan motivasi kerja terhadap kinerja guru SMA Negeri di Kota Denpasar.

ABSTACT

Risadiana, Made Dwi (2022). "*Determination of Transformational Leadership, Work Ethic, Organizational Commitment, and Work Motivation on the Performance of Public High School Teachers in Denpasar City*" Thesis, Educational Administration, Postgraduate Program, Ganesha University of Education.

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Keywords: Transformational Leadership, Work Ethic, Organizational Commitment, Work Motivation, Teacher performance.

The problem in this study is whether there is a determination of transformational leadership, work ethic, organizational commitment and work motivation on the performance of public high school teachers in Denpasar City. The purpose of this study was to determine the magnitude of the determination of transformational leadership, work ethic, organizational commitment and work motivation on the performance of public high school teachers in Denpasar City. This research is an "ex-post facto" study with a sample size of 233 people. Data was collected by questionnaires and documents. Data analysis was performed using simple regression, multiple regression, and partial correlation techniques. The results of the study show that: 1) there is a significant determination between transformational leadership on the teacher performance of public high school teachers in Denpasar City, with a correlation coefficient of 0,433 and an effective contribution of 9,01%. 2) there is a significant determination between the work ethic on the teacher performance of public high school teachers in Denpasar City, with a correlation coefficient of 0,314 and an effective contribution of 4,71%. 3) there is a significant determination between organizational commitment to the teacher performance of public high school teachers in Denpasar City, with a correlation coefficient of 0,255 and an effective contribution of 0,38%. 4) there is a significant determination between work motivation on the teacher performance of public high school teachers in Denpasar City, with a correlation coefficient of 0,513 and an effective contribution of 19,01% 5) taken together, there is a significant determination between transformational leadership, work ethic, organizational commitment and work motivation on the teacher performance of public high school teachers in Denpasar City, with a multiple correlation coefficient of 0,575 and a determination of 33,10% on the performance of public high school teachers in Denpasar City. It can be concluded that there is a significant determination of transformational leadership, work ethic, organizational commitment and work motivation on the performance of public high school teachers in Denpasar City.