

ABSTRAK

Ariyasa, I Putu(2021), *Hubungan Kemampuan Manajerial Kepala Sekolah, Iklim Kerja Sekolah, Motivasi Kerja, Dan Kepuasan Kerja Dengan Komitmen Organisasional Guru SMP Swasta Di Kota Denpasar*. Tesis, Administrasi Pendidikan, Program Pascasarjana, Universitas Pendidikan Ganesha.

Tesis ini sudah disetujui dan diperiksa oleh Pembimbing I : Prof. Dr. I Made Yudana, M.Pd dan Pembimbing II : Dr. Kadek Rihendra Dantes, S.T., M.T.

Kata-kata kunci: kemampuan manajerial, iklim kerja, motivasi kerja, kepuasan kerja, komitmen organisasional guru.

Penelitian Tesis ini bertujuan untuk mengetahui: hubungan kemampuan manajerial kepala sekolah, iklim kerja sekolah, motivasi kerja, dan kepuasan kerja dengan komitmen organisasional Guru SMP swasta di Kota Denpasar. Penentuan sampel pada penelitian ini menggunakan teknik *area random sampling*, yang mengambil sampel guru yang bekerja di SMP swasta Kota Denpasar sebanyak 276 orang. Penelitian ini dirancang dalam bentuk penelitian *ex-post facto*. Data dalam penelitian ini dikumpulkan dengan menggunakan kuesioner komponen konteks kemampuan manajerial kepala sekolah, iklim kerja sekolah, motivasi kerja, dan kepuasan kerja dengan komitmen organisasional. Data dianalisis dengan regresi sederhana, korelasi sederhana, korelasi ganda, regresi ganda, korelasi parsial, dan analisis determinasi. Hasil penelitian menunjukkan bahwa: (1) terdapat hubungan yang positif dan signifikan antara kemampuan manajerial kepala sekolah dengan komitmen organisasional guru dengan koefisien korelasi sebesar 0,161 dan sumbangan efektif sebesar 5,47%, (2) terdapat hubungan yang positif dan signifikan antara iklim kerja sekolah dengan komitmen organisasional guru dengan koefisien korelasi sebesar 0,467 dan sumbangan efektif sebesar 6,78%, (3) terdapat hubungan yang positif dan signifikan motivasi kerja dengan komitmen organisasional guru dengan koefisien korelasi sebesar 0,479 dan sumbangan efektif sebesar 1,05%, (4) terdapat hubungan yang positif dan signifikan kepuasan kerja guru dengan komitmen organisasional guru dengan koefisien korelasi sebesar 0,480 dan sumbangan efektif sebesar 12,20%, dan (5) terdapat hubungan yang positif dan signifikan secara simultan kemampuan manajerial kepala sekolah, iklim kerja sekolah, motivasi kerja, dan kepuasan kerja guru dengan komitmen organisasional guru dengan koefisien korelasi ganda sebesar 0,505 dan sumbangan efektif sebesar 25,50%.

ABSTRACT

Ariyasa, I Putu (2021), *The relationship between the principal's managerial ability, school work climate, work motivation, and job satisfaction with the organizational commitment of private junior high school teachers in Denpasar City*. Thesis, Educational Administration, Graduate Program, Ganesha University of Education.

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Key words: managerial ability, work climate, work motivation, job satisfaction, organizational commitment of teachers.

This thesis research aims to find out: the relationship between the principal's managerial ability, school work climate, work motivation, and job satisfaction with the organizational commitment of Private Junior High School Teachers in Denpasar City. The sampling in this study used *the area random sampling technique*, which took a sample of teachers working in private junior high schools in Denpasar City as many as 276 people. This research is designed in the form of *ex-post facto* research. Data in this study were collected using questionnaires on the context of the principal's managerial ability, school work climate, work motivation, and job satisfaction with organizational commitment. Data were analyzed by simple regression, simple correlation, multiple correlation, multiple regression, partial correlation, and determination analysis. The results showed that: (1) there was a positive and significant relationship between the principal's managerial ability and teachers' organizational commitment with a correlation coefficient of 0.161 and an effective contribution of 5.47%, (2) there was a positive and significant relationship between the school work climate and teachers' organizational commitment with a correlation coefficient of 0.467 and effective contribution of 6.78%, (3) there is a positive and significant relationship of work motivation with teacher organizational commitment with a correlation coefficient of 0.479 and effective contribution of 1.05%, (4) there is a positive and significant relationship of teacher job satisfaction with teacher organizational commitment with a correlation coefficient of 0.480 and an effective contribution of 12.20%, and (5) there was a simultaneous positive and significant relationship between the principal's managerial ability, school work climate, work motivation, and teacher job satisfaction to the teacher's organizational commitment with a double correlation coefficient of 0.505 and an effective contribution of 25.50%.