

## ABSTRAK

**Afriani, Desak.** (2023). “Pengaruh peran kepala sekolah sebagai manajer, komitmen guru dan motivasi kerja, serta etos kerja guru terhadap peningkatan kinerja guru di SMA Negeri 2 Kuta Selatan” .

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Kata kunci: Peran Kepala Sekolah Sebagai Manajer, Komitmen Guru, Motivasi, Etos Kerja, Kinerja Guru.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh secara terpisah maupun secara simultan peran kepala sekolah sebagai manajer, komitmen guru dan motivasi serta etos kerja guru terhadap peningkatan kinerja guru di SMA Negeri 2 Kuta Selatan. Penelitian ini merupakan penelitian *expost-facto*. Populasi yang sekaligus menjadi sampel pada penelitian ini adalah sebanyak 46 orang guru yang ada di SMA Negeri 2 Kuta Selatan. Dikarenakan jumlah guru tidak terlalu banyak, maka seluruh populasi digunakan sampel penelitian. Metode pengumpulan data yang digunakan pada penelitian ini adalah kuesioner. Analisis data yang digunakan pada penelitian ini adalah korelasi product moment, korelasi parsial dan regresi ganda. Berdasarkan penelitian yang telah dilakukan, disimpulkan bahwa: 1) terdapat pengaruh yang signifikan peran kepala sekolah sebagai manajer terhadap kinerja guru dengan nilai koefisien korelasi product moment  $r_{y_1} = 0,678$ ;  $r_{y_{1-2,3,4}} = 0,320$  dan sumbangan efektif = 14,60%; 2) terdapat pengaruh yang signifikan komitmen guru terhadap kinerja guru dengan nilai koefisien korelasi product moment  $r_{y_2} = 0,788$ ;  $r_{y_{2-1,3,4}} = 0,319$  dan sumbangan efektif = 21,20%; 3) terdapat pengaruh yang signifikan motivasi kerja terhadap kinerja guru dengan nilai koefisien korelasi product moment  $r_{y_3} = 0,780$ ;  $r_{y_{3-1,2,4}} = 0,315$  dan sumbangan efektif = 20,70%; 4) terdapat pengaruh yang signifikan etos kerja terhadap kinerja guru dengan nilai koefisien korelasi product moment  $r_{y_4} = 0,772$ ;  $r_{y_{4-1,2,3}} = 0,320$  dan sumbangan efektif = 20,70%; dan 5) terdapat pengaruh yang signifikan secara simultan peran kepala sekolah sebagai manajer, komitmen guru dan motivasi kerja serta etos kerja terhadap kinerja guru dengan nilai koefisien korelasi product moment  $r_{y_{1,2,3,4}} = 0,878$  dengan koefisien korelasi ganda  $(R_{y_{1,2,3,4}})^2 = 0,772$  dan sumbangan efektif sebesar 77,2%.

## ABSTRACT

**Afriani, Desak (2023)**, *“The much influence the role of the principal as manager, teacher commitment and motivation and teacher work ethic have on improving teacher performance in SMA Negeri 2 Kuta Selatan”*

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**Keywords:** The principal's manager role, teacher commitment, motivation, work ethic, teacher performance.

This study aims to determine how big the influence is separately or simultaneously of the principal as manager, teacher commitment and motivation and teacher work ethic have on improving teacher performance in SMA Negeri 2 Kuta Selatan. This research is an ex post-facto research. The population which is also the sample in this study are 46 teachers at SMA Negeri 2 Kuta Selatan. Because there were not too many teachers, the entire population was used as a research sample. The independent variables in this study are the principal's manager role, teacher commitment, motivation, and teacher work ethic, while the dependent variable is teacher performance. The data collection method used in this study was a questionnaire. Data analysis used in this study is multiple regression and partial correlation. Based on the research that has been done, it is concluded that: 1) there is a significant effect of the style of the principal's role as manager on teacher performance with the product moment correlation coefficient was  $r_{y_1} = 0,678$ ;  $r_{y_{1-2,3,4}} = 0,320$  and efektif contribution = 14,60%; 2) there is a significant influence of teacher commitment on teacher performance with the product moment correlation coefficient was  $r_{y_2} = 0,788$ ;  $r_{y_{2-1,3,4}} = 0,319$  and efektif contribution = 21,20%; 3) there is a significant effect of work motivation on teacher performance with the product moment correlation coefficient was  $r_{y_3} = 0,780$ ;  $r_{y_{3-1,2,4}} = 0,315$  and efektif contribution = 20,70%; 4) there is a significant effect of work ethic on teacher performance with the product moment correlation coefficient was  $r_{y_4} = 0,772$ ;  $r_{y_{4-1,2,3}} = 0,320$  and efektif contribution was 20,7%; and 5) there is a significant effect simultaneously on the style of the principal's role as a manager, teacher commitment, work motivation and work ethic on teacher performance with the product moment correlation coefficient was  $r_{y_{1,2,3,4}} = 0,878$  with multiple correlation coefficient  $(R_{y_{1,2,3,4}})^2 = 0,772$  and efektif contribution was 77,20%.