

**PENGARUH KEPEMIMPINAN PARTISIPATIF, IKLIM ORGANISASI,
KEPUASAN KERJA, DAN KOMITMEN ORGANISASIONAL TERHADAP
PRODUKTIVITAS KERJA GURU SMK NEGERI
DI KOTA MATARAM**

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ABSTRAK

Penelitian ini bertujuan mengkaji pengaruh kepemimpinan partisipatif, iklim organisasi, kepuasan kerja dan komitmen organisasional terhadap produktivitas kerja. Penelitian kuantitatif ini dilaksanakan pada guru SMK Negeri di Kota Mataram menggunakan teknik survei memakai kuesioner melibatkan 259 sampel yang diambil secara random dari 721 populasi berdasarkan formula Isaac dan Michael kemudian dikoreksi menggunakan formula Warwich dan Lininger. Data dianalisis menggunakan teknik Structural Equation Modeling dan Partial Least Squares (SEM PLS). Hasil penelitian menunjukkan bahwa kepemimpinan partisipatif berpengaruh terhadap produktivitas kerja, iklim organisasi berpengaruh terhadap produktivitas kerja, komitmen organisasional berpengaruh terhadap produktivitas kerja, namun kepuasan kerja tidak berpengaruh terhadap produktivitas kerja. Demikian juga iklim organisasi berpengaruh terhadap komitmen organisasional, dan kepuasan kerja berpengaruh terhadap komitmen organisasional, namun kepemimpinan partisipatif tidak berpengaruh terhadap komitmen organisasional. Iklim organisasi yang dimediasi komitmen organisasional berpengaruh terhadap produktivitas kerja, dan kepuasan kerja yang dimediasi komitmen organisasional juga berpengaruh terhadap produktivitas kerja, namun kepemimpinan partisipatif yang dimediasi komitmen organisasional tidak berpengaruh terhadap produktivitas kerja. Selanjutnya ditemukan bahwa kepuasan kerja memiliki pengaruh paling kuat secara langsung positif dan signifikan terhadap komitmen organisasional, dan iklim organisasi yang dimediasi komitmen organisasional memiliki pengaruh paling kuat secara tidak langsung positif dan signifikan terhadap produktivitas kerja. Model struktur penelitian ini berhasil memprediksi pengaruh kepemimpinan partisipatif, iklim organisasi dan kepuasan kerja terhadap komitmen organisasional dan berdampak pada produktivitas kerja. Mengacu pada temuan penelitian ini direkomendasikan untuk membangun iklim organisasi, kepuasan kerja dan komitmen organisasional untuk meningkatkan produktivitas kerja.

Kata-kata kunci: kepemimpinan partisipatif, iklim organisasi, kepuasan kerja, komitmen organisasional, produktivitas kerja

**THE INFLUENCE OF PARTICIPATORY LEADERSHIP,
ORGANIZATIONAL CLIMATE, JOB SATISFACTION, AND
ORGANIZATIONAL COMMITMENT ON THE WORK PRODUCTIVITY
OF STATE VOCATIONAL SCHOOL TEACHERS IN MATARAM CITY**

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ABSTRACT

This research aims to examine the influence of participative leadership, organizational climate, job satisfaction and organizational commitment on work productivity. This quantitative research was carried out on State Vocational School teachers in Mataram City using a survey technique using a questionnaire involving 259 samples taken randomly from 714 populations based on the Krejcie and Morgan formula and then corrected using the Warwick and Lininger formula. Data were analyzed using Structural Equation Modeling and Partial Least Squares (SEM PLS) techniques. The research results show that; Participative leadership has a direct positive and significant effect on work productivity, organizational climate has a direct positive and significant effect on work productivity, organizational commitment has a direct positive and significant effect on work productivity, but job satisfaction has no direct effect on work productivity, neither does climate. organization has a direct positive and significant effect on organizational commitment, and job satisfaction has a direct positive and significant effect on organizational commitment, but participative leadership has no direct effect on organizational commitment. Organizational climate, job satisfaction mediated by organizational commitment has an indirect effect on work productivity, but participative leadership mediated by organizational commitment has no indirect effect on work productivity. Furthermore, it was found that job satisfaction has the strongest direct positive and significant influence on organizational commitment, and organizational climate which is mediated by organizational commitment has the strongest indirect influence on work productivity. This research structure model succeeded in predicting the influence of participative leadership, organizational climate and job satisfaction on organizational commitment and the impact on teacher performance. Referring to the findings of this research, it is recommended to implement participative leadership, and continue to build organizational climate, job satisfaction and organizational commitment to increase work productivity

Keywords: *participative leadership, organizational climate, job satisfaction, organizational commitment, work productivity*