

PENGARUH KEPEMIMPINAN DAN MOTIVASI TERHADAP KEDISIPLINAN KERJA GURU MADRASAH IBTIDAIYAH NEGERI 2 BULELENG

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ABSTRAK

Penelitian ini bertujuan untuk menguji dan menjelaskan pengaruh kepemimpinan dan motivasi terhadap kedisiplinan kerja baik secara parsial maupun simultan. Jenis penelitian ini merupakan penelitian kuantitatif. Populasi yang digunakan yakni 33 orang. Metode pengumpulan data pada penelitian ini menggunakan kuesioner yang kemudian dianalisis dengan analisis regresi linier berganda. Uji hipotesis menggunakan uji t dan F yang diolah dengan menggunakan bantuan aplikasi SPSS 20.0 for Windows. Hasil penelitian ini adalah (1) kepemimpinan berpengaruh positif dan signifikan terhadap kedisiplinan kerja guru, (2) motivasi berpengaruh positif dan signifikan terhadap kedisiplinan kerja guru, dan (3) kepemimpinan dan motivasi secara bersama-sama berpengaruh positif dan signifikan terhadap kedisiplinan kerja guru Madrasah Ibtidaiyah Negeri 2 Buleleng. Berdasarkan uji determinasi diperoleh hasil bahwa 69,7% variabel kedisiplinan kerja dipengaruhi oleh variabel kepemimpinan dan variabel motivasi, sedangkan sisanya 30,3% dipengaruhi oleh variabel lainnya yang tidak dijelaskan dalam penelitian ini.

Kata kunci: kedisiplinan kerja, kepemimpinan, motivasi

**THE EFFECT OF LEADERSHIP AND MOTIVATION ON WORK
DISCIPLINE OF TEACHERS AT STATE ELEMENTARY SCHOOL 2
BULELENG**

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ABSTRACT

*This study aims to test and explain the influence of leadership and motivation on work discipline both partially and simultaneously. This type of research is quantitative research. The population used was 33 people. The data collection method in this study used a questionnaire which was then analyzed by multiple linear regression analysis. Hypothesis testing used the *t* and *F* tests which were processed using the SPSS 20.0 for Windows application. The results of this study are (1) leadership has a positive and significant effect on teacher work discipline, (2) motivation has a positive and significant effect on teacher work discipline, and (3) leadership and motivation together have a positive and significant effect on teacher work discipline at State Elementary School 2 Buleleng. Based on the determination test, the results obtained were that 69.7% of work discipline variables were influenced by leadership variables and motivation variables, while the remaining 30.3% were influenced by other variables not explained in this study.*

Keywords: *work discipline, leadership, motivation*