

PENGARUH KEPEMIMPINAN TRANSFORMASIONAL, BUDAYA ORGANISASI, KOMITMEN ORGANISASIONAL DAN MOTIVASI KERJA TERHADAP KINERJA GURU SD DI KABUPATEN LOMBOK TIMUR

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ABSTRAK

Penelitian ini bertujuan untuk mengkaji dan menjelaskan pengaruh kepemimpinan transformasional, budaya organisasi, komitmen organisasional dan motivasi kerja terhadap kinerja guru. Penelitian kuantitatif *ex-post facto* ini dilaksanakan pada guru SD di kabupaten Lombok Timur. Populasi penelitian sebanyak 3.907 orang dan jumlah sampel sebanyak 363 orang yang diambil secara random dengan formula Krejcie dan Morgan dikoreksi dengan formula Warwich dan Lininger. Teknik penentuan jumlah sampel tiap sub-populasi menggunakan teknik proporsional random sampling dan pengambilan sampel individu tiap anggota sampel dari populasi atau sub-populasi menggunakan teknik undian. Data hasil penelitian dikumpulkan dengan kuesioner tipe tertutup dengan 5 opsi. Data hasil dianalisis menggunakan teknik statistik deskriptif dan statistik multivariat *Structural Equation Modeling* dan *Partial Least Squares* (SEM-PLS). Hasil penelitian menunjukkan bahwa (1) Secara deskriptif kuantitatif semua variabel kategori sangat tinggi, (2) model teoritis yang dibangun dari variabel penelitian membentuk persamaan struktural pada kategori kuat untuk memprediksi hasil analisis, (3) kepemimpinan transformasional berpengaruh secara langsung positif dan signifikan terhadap motivasi kerja, (4) kepemimpinan transformasional tidak berpengaruh secara langsung terhadap kinerja guru, (5) budaya organisasi tidak berpengaruh terhadap motivasi kerja, (6) budaya organisasi berpengaruh secara langsung terhadap kinerja guru, (7) komitmen organisasional berpengaruh secara langsung positif dan signifikan terhadap motivasi kerja, (8) komitmen organisasional berpengaruh secara langsung terhadap kinerja guru, (9) motivasi kerja berpengaruh secara langsung terhadap kinerja guru, (10) kepemimpinan transformasional berpengaruh secara tidak langsung terhadap kinerja guru melalui motivasi kerja, (11) budaya organisasi tidak berpengaruh secara tidak langsung terhadap kinerja guru melalui motivasi kerja dan (12) komitmen organisasional berpengaruh secara tidak langsung terhadap kinerja guru melalui motivasi kerja. Temuan penelitian ini mengindikasikan pentingnya budaya organisasi, komitmen organisasional dan motivasi kerja untuk meningkatkan kinerja guru di sekolah dasar. Sedangkan kepemimpinan transformasional perlu didorong untuk meningkatkan motivasi kerja.

Kata-kata kunci: *kepemimpinan transformasional, budaya organisasi, komitmen organisasional, motivasi kerja, kinerja guru*

**THE EFFECTS OF TRANSFORMATIONAL LEADERSHIP,
ORGANIZATIONAL CULTURE, ORGANIZATIONAL COMMITMENT,
AND WORK MOTIVATION ON PRIMARY TEACHER PERFORMANCE
IN EAST LOMBOK**

ABSTRACT

This research aims to examine and explain the influence of transformational leadership, organizational culture, organizational commitment, and work motivation on teacher performance. This ex-post facto quantitative research was carried out on elementary school teachers in the East Lombok district. The research population was 3,907 people and the sample size was 363 people taken randomly using the Krejcie and Morgan formula corrected with the Warwick and Lininger formula. The technique for determining the number of samples for each subpopulation uses a proportional random sampling technique and individual sampling for each sample member from the population or sub-population uses a lottery technique. Research data was collected using a closed-type questionnaire with 5 options. The resulting data were analyzed using descriptive statistical techniques multivariate Structural Equation Modeling and Partial Least Squares (SEM-PLS) statistics. The results of the research show that (1) quantitatively descriptively all category variables are very high, (2) the theoretical model built from the research variables forms a structural equation in the strong category to predict the results of the analysis, (3) transformational leadership has a direct positive and significant effect on motivation work, (4) transformational leadership has no direct effect on teacher performance, (5) organizational culture has no effect on work motivation, (6) organizational culture has a direct effect on teacher performance, (7) organizational commitment has a direct positive and significant effect on work motivation, (8) organizational commitment has a direct effect on teacher performance, (9) work motivation has a direct effect on teacher performance, (10) transformational leadership has an indirect effect on teacher performance through work motivation, (11) organizational culture has no effect indirectly on teacher performance through work motivation and (12) organizational commitment indirectly influences teacher performance through work motivation. The findings of this research indicate the importance of organizational culture, organizational commitment, and work motivation to improve teacher performance in elementary schools. Meanwhile, transformational leadership needs to be encouraged to increase work motivation.

Keywords: *transformational leadership, organizational culture, organizational commitment, work motivation, teacher performance*