

ABSTRAK

Mas Yunitasari, Made Ayu (2025), Kontribusi Kepemimpinan Transformasional, Motivasi Kerja, Etos Kerja, dan Iklim Kerja Terhadap Kinerja Guru di SD Negeri Gugus 3 Kecamatan Kuta Utara Kabupaten Badung. Tesis, Administrasi Pendidikan, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata Kunci: kepemimpinan transformasional, motivasi kerja, etos kerja, iklim kerja, kinerja guru

Penelitian ini bertujuan untuk (1) mendeskripsikan besaran kontribusi kepemimpinan transformasional terhadap kinerja guru di SD Negeri Gugus 3 Kecamatan Kuta Utara Kabupaten Badung, (2) mendeskripsikan besaran kontribusi motivasi kerja terhadap kinerja guru di SD Negeri Gugus 3 Kecamatan Kuta Utara Kabupaten Badung, (3) mendeskripsikan besaran kontribusi etos kerja terhadap kinerja guru di SD Negeri Gugus 3 Kecamatan Kuta Utara Kabupaten Badung, (4) mendeskripsikan besaran kontribusi iklim kerja terhadap kinerja guru di SD Negeri Gugus 3 Kecamatan Kuta Utara Kabupaten Badung, (5) mengetahui besaran kontribusi kepemimpinan transformasional, motivasi kerja, etos kerja, dan iklim kerja secara bersama-sama terhadap kinerja guru di SD Negeri Gugus 3 Kecamatan Kuta Utara Kabupaten Badung. Penelitian ini adalah penelitian “*ex-post facto*” dengan besar sampel 103 orang, yang diambil dengan teknik proporsional random sampling dari populasi sebesar 138 orang guru. Data dikumpulkan dengan kuisioner. Analisis data dilakukan dengan teknik korelasi *product moment*, regresi ganda, dan korelasi parsial. Hasil penelitian menunjukkan bahwa : (1) terdapat kontribusi yang positif dan signifikan kepemimpinan transformasional terhadap kinerja guru di SD Negeri Gugus 3 Kecamatan Kuta Utara dengan koefisien korelasi 0,705 dan sumbangan efektif sebesar 22,56%, (2) terdapat kontribusi yang positif dan signifikan motivasi kerja terhadap kinerja guru di SD Negeri Gugus 3 Kecamatan Kuta Utara dengan koefisien korelasi 0,609 dan sumbangan efektif sebesar 13,34%, (3) terdapat kontribusi yang positif dan signifikan etos kerja terhadap kinerja guru di SD Negeri Gugus 3 Kecamatan Kuta Utara dengan koefisien korelasi 0,714 dan sumbangan efektif sebesar 19,71%, (4) terdapat kontribusi yang positif dan signifikan iklim kerja terhadap kinerja guru di SD Negeri Gugus 3 Kecamatan Kuta Utara dengan koefisien korelasi 0,677 dan sumbangan efektif sebesar 16,86%, (5) terdapat kontribusi yang positif dan signifikan secara bersama-sama kepemimpinan transformasional, motivasi kerja, etos kerja dan iklim kerja terhadap kinerja guru di SD Negeri Gugus 3 Kecamatan Kuta Utara dengan koefisien korelasi sebesar 0,817 dan kontribusi sebesar = 72,46%.

ABSTRACT

Mas Yunitasari, Made Ayu (2025), Contribution of Transformational Leadership, Work Motivation, Work Ethic, and Work Climate to Teacher Performance at Gugus 3 Public Elementary School, North Kuta District, Badung Regency. Thesis, Educational Administration, Postgraduate Program, Ganesha University of Education.

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Key word : Transformational leadership, work motivation, work ethos, work climate, teacher performance

This study aims to: (1) describe the magnitude of transformational leadership contribution to teacher performance in public elementary schools within Cluster 3, Kuta Utara District, Badung Regency; (2) describe the magnitude of work motivation contribution to teacher performance in the same context; (3) describe the magnitude of work ethos contribution to teacher performance in these schools; (4) describe the magnitude of work climate contribution to teacher performance in the same schools; and (5) analyze the combined contribution of transformational leadership, work motivation, work ethos, and work climate to teacher performance in public elementary schools within Cluster 3, Kuta Utara District, Badung Regency. This research employs an "ex-post facto" methodology with a sample size of 103 participants, taken using proportional random sampling technique from a population of 138 teachers. Data collection was conducted using questionnaires, and data analysis utilized techniques such as product-moment correlation, multiple regression, and partial correlation. The findings of the study reveal the following: Transformational leadership has a positive and significant contribution to teacher performance, with a correlation coefficient of 0.705 and an effective contribution of 22,56%. Work motivation has a positive and significant contribution to teacher performance, with a correlation coefficient of 0.609 and an effective contribution of 13,34%. Work ethos has a positive and significant contribution to teacher performance, with a correlation coefficient of 0.714 and an effective contribution of 19,71%. Work climate has a positive and significant contribution to teacher performance, with a correlation coefficient of 0.677 and an effective contribution of 16,86%. Transformational leadership, work motivation, work ethos, and work climate collectively contribute positively and significantly to teacher performance, with a correlation coefficient of 0.817 and a combined contribution of 72,46%.