

Abstrak

Manis Juliani, Ni Kd (2025), *Determinasi Kepemimpinan Situasional, Supervisi Akademik, Budaya Organisasi, Motivasi Kerja terhadap Kinerja Guru di SMK Teknologi Nasional Denpasar*. Tesis, Administrasi Pendidikan, Pascasarjana, Universitas Pendidikan Ganesha.

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Kata kunci: *Kepemimpinan situasional, supervise akademik, budaya organisasi, motivasi kerja, kinerja guru*

Tujuan penelitian ini untuk mengetahui besaran Determinasi Kepemimpinan Situasional, Supervisi Akademik, Budaya Organisasi, Motivasi Kerja terhadap Kinerja Guru di SMK Teknologi Nasional Denpasar. Jenis penelitian ini adalah *expost facto* dengan jumlah populasi sebesar 36 orang guru dan seluruh populasi (sampel total) dijadikan sampel dalam penelitian ini. Data dikumpulkan dengan kuesioner tipe tertutup dengan 5 opsi. Analisis data dilakukan dengan teknik korelasi product moment, korelasi parsial, dan korelasi ganda. Hasil penelitian menemukan bahwa: (1) terdapat korelasi yang signifikan kepemimpinan situasional sekolah terhadap kinerja guru ($r_{1y-2,3,4} = 0,908$) dan determinasi sebesar 5,18%. (2) terdapat korelasi yang signifikan supervisi akademik terhadap kinerja guru ($r_{2y-1,3,4} = 0,949$) dan determinasi sebesar 24,76%. (3) terdapat korelasi yang signifikan budaya organisasi terhadap kinerja guru ($r_{3y-1,2,4} = 0,977$) dan determinasi sebesar 31,23%. (4) terdapat korelasi yang signifikan motivasi kerja terhadap kinerja guru ($r_{4y-1,2,3} = 0,963$) dan determinasi sebesar 30,97%. 5) secara simultan, terdapat korelasi yang signifikan kepemimpinan situasional, supervisi akademik, budaya kerja, dan motivasi kerja terhadap kinerja guru ($R_{y,1,2,3,4} = 0,998$) dan determinasi sebesar 92,14% terhadap kinerja guru SMK Teknologi Nasional. Dengan demikian keempat variabel tersebut dijadikan prediktor tingkat kecendrungan peningkatan kinerja guru SMK Teknologi Nasional.

Abstract

Manis Juliani, Ni Kd (2025), *Determination of Situational Leadership, Academic Supervision, Organizational Culture, Work Motivation on Teacher Performance at SMK Teknologi Nasional Denpasar. Thesis, Educational Administration, Postgraduate, Ganesha University of Education.*

Keywords: *Situational leadership, academic supervision, organizational culture, work motivation, teacher performance*

The purpose of this study was to determine the magnitude of the Determination of Situational Leadership, Academic Supervision, Organizational Culture, Work Motivation on Teacher Performance at SMK Teknologi Nasional Denpasar. This type of research is ex post facto with a population of 36 people and the entire population (total sample) was used as a sample in this study. Data was collected using a closed-type questionnaire with 5 options. Data analysis was performed using product moment correlation, partial correlation, and multiple correlation techniques. The results of the study found that: (1) there is a significant correlation between school situational leadership and teacher performance ($r_{1y-2,3,4} = 0.908$) and a determination of 5.18%. (2) there is a significant correlation between academic supervision and teacher performance ($r_{2y-1,3,4} = 0.949$) and a determination of 24.76%. (3) there is a significant correlation between organizational culture and teacher performance ($r_{3y-1,2,4} = 0.977$) and a determination of 31.23%. (4) there is a significant correlation between work motivation and teacher performance ($r_{4y-1,2,3} = 0.963$) and a determination of 30.97%. (5) simultaneously, there is a significant correlation between situational leadership, academic supervision, work culture, and work motivation on teacher performance ($R_{y.1,2,3,4} = 0.998$) and a determination of 92.14% on the teacher performance of SMK Teknologi Nasional. Thus, these four variables are used as predictors of the tendency to improve teacher performance at SMK Teknologi Nasional.