

PENGARUH KEPEMIMPINAN *AMONG*, SIKAP JENGAH, EFIKASI DIRI, DAN KOMITMEN ORGANISASIONAL TERHADAP KINERJA GURU MADRASAH IBTIDAIYAH (MI) DI KABUPATEN JEMBRANA

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh langsung dan tidak langsung kepemimpinan *Among*, sikap jengah, efikasi diri, dan komitmen organisasional terhadap kinerja guru MI. Penelitian menggunakan pendekatan kuantitatif dan desain penelitian survei. Sampel penelitian adalah 189 orang guru MI di Kabupaten Jember. Instrumen penelitian berupa lembar kuesioner model skala Likert tertutup 4. Teknik analisis data menggunakan statistik deskriptif dan *Structural Equation Modelling Partial Least Squares* (SEM-PLS). Hasil penelitian menunjukkan bahwa komitmen organisasional memediasi pengaruh kepemimpinan *Among*, sikap jengah, dan efikasi diri terhadap kinerja guru. Kepemimpinan *Among*, sikap jengah, dan efikasi diri berpengaruh langsung positif dan signifikan terhadap komitmen organisasional dan kinerja guru yang dibuktikan dengan koefisien pengaruh bernilai positif, T statistik >1,96 dan P *Values* < 0,05. Temuan penelitian memperluas perspektif tentang faktor potensial yang memengaruhi kinerja guru terkait kepemimpinan *Among* kepala madrasah, sikap jengah yang berbasis kearifan lokal, serta faktor efikasi diri dan komitmen organisasional. Implikasi penelitian menambah pemahaman seluruh *stakeholder* dan peneliti di masa depan serta menjadi panduan praktis untuk melakukan intervensi yang berfokus menumbuhkembangkan persepsi positif guru terhadap kepemimpinan *Among*, sikap jengah, efikasi diri, dan komitmen organisasional yang berperan penting dalam kinerja guru.

Kata-kata kunci: efikasi diri, kepemimpinan Among, kinerja guru, komitmen organisasional, sikap jengah



***THE INFLUENCE OF AMONG LEADERSHIP, JENGAH ATTITUDE,
SELF-EFFICACY, AND ORGANIZATIONAL COMMITMENT ON THE
PERFORMANCE OF MADRASAH IBTIDAIYAH (MI) TEACHERS IN
JEMBRANA REGENCY***

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ABSTRACT

This study aims to analyze the direct and indirect influence of Among leadership, jengah attitude, self-efficacy, and organizational commitment on the performance of MI teachers. The research used a quantitative approach with a survey research design and involves 189 MI teachers in Jembrana Regency as sample. The research instrument in this study used questionnaire sheet with closed Likert scale 4. The data analysis technique used descriptive statistics and Structural Equation Modelling Partial Least Squares (PLS). The results of the study showed that organizational commitment mediated Among leadership, jengah attitude, and self-efficacy on teacher performance. Among leadership, jengah attitude, and self-efficacy have a direct positive and significant effect on teacher performance as evidenced by a positive influence coefficient, statistical $T > 1,96$ and P Values $< 0,05$. The findings of the study expanding perspective on the potential factors that affect teacher performance related to Among leadership, jengah attitude based on local wisdom, as well as psychological factors of self-efficacy, and organizational commitment. The implications of the research increase the understanding of all stakeholders and researchers in the future and provide practical guidance to carry out interventions that focus on developing positive teachers' perceptions of the Among leadership, jengah attitude, self efficacy, and organizational commitment that play an important role in teacher performance.

Keywords: jengah attitude, organizational commitment, self-efficacy, teacher performance, the Among leadership

