

**PENGARUH SIKAP *SAGILIK SAGULUK SALUNGLUNG SABAYANTAKA*,
SELF-MANAGEMENT, MOTIVASI KERJA DAN KEPEMIMPINAN
TRANSFORMASIONAL KEPALA SEKOLAH TERHADAP
KINERJA PESERTA PELATIHAN DI BALAI
DIKLAT KEAGAMAAN DENPASAR**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh langsung dan tidak langsung *sikap sagilik saguluk salunglung sabayantaka*, *self-management*, motivasi kerja dan kepemimpinan transformasional kepala sekolah terhadap kinerja peserta pelatihan. Penelitian ini menggunakan desain penelitian *ex-post facto*. Populasinya berasal dari alumni peserta pelatihan teknis pendidikan di Bali yang berjumlah 316 guru. Sampel berjumlah 205 guru dipilih secara proporsi berstrata dengan acak menggunakan rumus *Krejcie dan Morgan* diikuti oleh rumus *Warwich* dan *Lininger*. Data dikumpulkan melalui kuesioner dengan 4 opsi dan metode dokumentasi. Analisis data menggunakan teknik statistik deskriptif dan *Structural Equation Modeling and Partial Least Squares (SEM-PLS)*. Hasil penelitian adalah: sikap *sagilik saguluk salunglung sabayantaka*, *self-management* dan motivasi kerja berpengaruh langsung positif dan signifikan terhadap kepemimpinan transformasional kepala sekolah dan kinerja peserta pelatihan; Kepemimpinan transformasional kepala sekolah berpengaruh langsung positif dan signifikan terhadap kinerja peserta pelatihan; Selain itu kepemimpinan transformasional kepala sekolah memediasi sikap *sagilik saguluk salunglung sabayantaka*, *self-management* dan motivasi kerja terhadap kinerja peserta pelatihan yang dibuktikan dengan koefisien pengaruh bernilai positif, T statistik $> 1,96$ dan *P Value* $< 0,05$. Temuan penelitian ini memperluas kerangka konseptual tentang faktor-faktor penentu kinerja khususnya dengan mengintegrasikan nilai kearifan lokal yang belum banyak dikaji dalam konteks pelatihan dan pengembangan sumber daya manusia. Penelitian ini juga memperkaya khazanah keilmuan kepemimpinan transformasional dalam konteks budaya lokal Indonesia karena terbukti nilai budaya lokal memiliki pengaruh signifikan terhadap gaya kepemimpinan transformasional kepala sekolah. Implikasi penelitian ini akan meningkatkan pemahaman peneliti dan *stake holder* tentang upaya meningkatkan kinerja sehingga melahirkan kebijakan dan panduan praktis untuk menumbuhkan sikap kerja, *self-management* dan motivasi kerja yang berpengaruh pada persepsi peserta terhadap kepemimpinan atasan dan kinerja peserta pelatihan.

Kata kunci: *kepemimpinan transformasional, kinerja, motivasi kerja, self-management, sikap sagilik saguluk salunglung sabayantaka*

THE INFLUENCE OF THE *SAGILIK SAGULUK SALUNGLUNG SABAYANTAKA'S* ATTITUDE, *SELF-MANAGEMENT*, WORK MOTIVATION AND TRANSFORMATIONAL LEADERSHIP OF SCHOOL PRINCIPALS ON THE PERFORMANCE OF TRAINEES AT THE DENPASAR RELIGIOUS EDUCATION AND TRAINING CENTER

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ABSTRACT

The purpose of this study is to analyze the direct and indirect influence of *the sagilik saguluk salunglung sabayantaka's attitude, self-management, work motivation, and transformational leadership* of school principals on the performance of trainees. *Ex-post facto* was used as a design choice in this study. The population comes from trainees of educational technical training in Bali which totals 316 teachers. Samples of 205 teachers were selected in stratified proportions and randomly selected using *the Krejcie and Morgan formulas* followed by the Warwiche and Lininger formulas. Data was collected through a questionnaire with 4 options and documentation methods. Data analysis used descriptive statistical techniques and *Structural Equation Modeling and Partial Least Squares (SEM-PLS)*. The results of the study are: *sagilik attitude saguluk salunglung sabayantaka, self-management, work motivation* have a direct positive and significant effect on the transformational leadership of school principals and the performance of the trainees; The transformational leadership of school principal has a direct positive and significant effect on the performance of the trainees; In addition, the transformational leadership of school principal mediated the *attitude of sagilik saguluk salunglung sabayantaka, self-management, work motivation* towards the performance of the trainees as evidenced by a positive influence coefficient, a statistical T of > 1.96 and a *P Value* of < 0.05 . The findings of this study expand the conceptual framework on performance determinants, particularly by integrating the value of local wisdom, which has not been widely studied in the context of training and human resource development. This research also enriches the scientific understanding of transformational leadership in the context of local Indonesian culture, as it has been proven that local cultural values have a significant influence on the transformational leadership of school principals. The implications of this research will enhance the understanding of researchers and *stakeholders* regarding efforts to improve trainees performance, leading to the development of practical policies and guidelines that foster work attitudes, *self-management*, and work motivation, ultimately affecting trainees perceptions of principle leadership and the performance of trainees.

Keywords: *performance of trainees, self-management, the sagilik saguluk salunglung sabayantaka's attitude, transformational leadership of school principals, work motivation*