

## ABSTRAK

**Narta, I Wayan** (2025), *Kontribusi Kepemimpinan Transformasional, Etos Kerja, Disiplin Kerja dan Kepuasan Kerja terhadap Komitmen Organisasi Guru Sekolah Dasar di Gugus Pattimura Kecamatan Denpasar Selatan*. Tesis. Administrasi Pendidikan, Program Pascasarjana, Universitas Pendidikan Ganesha.

Tesis ini sudah disetujui dan diperiksa oleh: Pembimbing I : Dr. Ni Luh Gede Erni Sulindawati, S.E., Ak., M.Pd dan Pembimbing II: Prof. Dr. Ir. Dewa Gede Hendra Divayana, S.Kom., M.Kom., MCE., IPU., ASEAN.Eng., APEC.Eng.

*Kata kunci: Kepemimpinan Transformasional, Etos Kerja, Disiplin Kerja, Kepuasan Kerja, Komitmen Organisasi*

Sekolah sebagai organisasi menuntut semua guru memiliki komitmen organisasi yang baik sehingga harus diketahui factor-faktor yang mempengaruhinya. Penelitian ini bertujuan untuk mengetahui kontribusi kepemimpinan transformasional, etos kerja, disiplin kerja dan kepuasan kerja terhadap komitmen organisasi guru sekolah dasar di Gugus Pattimura Kecamatan Denpasar Selatan baik yang terjadi secara parsial maupun simultan. Populasi penelitian ini adalah seluruh guru sekolah dasar di Gugus Pattimura Kecamatan Denpasar Selatan yang berjumlah 175 orang. Jumlah sampel selanjutnya dipilih dengan aturan Krejcie dan Morgan dengan teknik *random sampling* sehingga terpilih 121 orang. Data dalam penelitian dikumpulkan dengan kuesioner dengan Skala Likert. Data selanjutnya dianalisis secara statistik yang mencakup analisis deskriptif, pengelompokan data, uji prasyarat analisis, analisis regresi sederhana ( $\alpha=0,05$ ), analisis regresi ganda 4 prediktor ( $\alpha = 0,05$ ), analisis sumbangan efektif dan analisis sumbangan relatif. Data dianalisis dengan bantuan *software SPSS 20 for Windows*. Simpulan penelitian menunjukkan bahwa (1) berdasarkan analisis terhadap 141 guru, kepemimpinan transformasional (rata-rata 105,68), etos kerja (104,78), disiplin kerja (98,43), dan kepuasan kerja (108,64) berada pada kategori sedang, sedangkan komitmen organisasi (120,49) berada pada kategori baik, (2) kepemimpinan transformasional berkontribusi signifikan terhadap komitmen organisasi dengan sumbangan efektif sebesar 9,2%, (3) etos kerja berkontribusi signifikan terhadap komitmen organisasi dengan sumbangan efektif sebesar 18,3%, (4) disiplin kerja berkontribusi signifikan terhadap komitmen organisasi dengan sumbangan efektif sebesar 3%, (5) kepuasan kerja berkontribusi signifikan terhadap komitmen organisasi dengan sumbangan efektif sebesar 31,5% dan (6) secara simultan, kepemimpinan transformasional, etos kerja, disiplin kerja dan kepuasan kerja berkontribusi signifikan terhadap komitmen organisasi sekolah dasar di Gugus Pattimura Kecamatan Denpasar Selatan dengan kontribusi sebesar 61,9%. Dengan demikian dapat disimpulkan bahwa keempat variabel bebas dapat digunakan sebagai predictor peningkatan komitmen organisasi guru. Hasil ini

berimplikasi pada peningkatan komitmen kerja guru harus diawali dengan peningkatan kepemimpinan transformasional, etos kerja, disiplin kerja dan kepuasan kerja.



## ABSTRACT

**Narta, I Wayan** (2025), *The Contribution of Transformational Leadership, Working Ethics, Working Discipline and Job Satisfaction on Primary Teacher Organizational Commitment in Pattimura Cluster South Denpasar Sub-District*. Thesis. Education Administration, Postgraduate Program, Ganesha University of Education.

This thesis has been approved and corrected by Supervisor I: Pembimbing I : Dr. Ni Luh Gede Erni Sulindawati, S.E., Ak., M.Pd and Supervisor II: Prof. Dr. Ir. Dewa Gede Hendra Divayana, S.Kom., M.Kom., MCE., IPU., ASEAN.Eng., APEC.Eng.

*Keywords: transformational leadership, working ethics, working discipline, job satisfaction, organizational commitment*

A school is as organization demands all teachers have good organizational commitment so it should be investigated the factors affecting it. This research aims at knowing the contribution of transformational leadership, working ethics, working discipline and job satisfaction on primary teacher organizational commitment in Pattimura Cluster South Denpasar Sub-District both partially and simultaneously. The population of this research was all the primary teachers in Pattimura Cluster South Denpasar Sub-District with totally 175 teachers. The number of the sample was then established by using Krejcie dan Morgan by using random sampling so that 121 teachers were selected. The data was then analyzed statistically, including descriptive analysis, data grouping, prerequisite testing, simple regression analysis ( $\alpha=0.05$ ), multiple regression analysis of 4 predictors ( $\alpha = 0.05$ ), effective contribution analysis, and relative contribution analysis. The data were analyzed using SPSS 20 for Windows software. The results of the study show that (1) Based on an analysis of 141 teachers, transformational leadership (mean = 105,68), work ethic (104,78), work discipline (98,43), and job satisfaction (108,64) were in the moderate category, while organizational commitment (120,49) was in the good category, (2) transformational leadership contributes significantly on primary teacher organizational commitment with an effective contribution of 9,2%, (3) working ethics contributes significantly on primary teacher organizational commitment with an effective contribution of 18,3%, (4) working discipline contributes significantly on primary teacher organizational commitment with an effective contribution of 3%, (5) job satisfaction contributes significantly on primary teacher organizational commitment with an effective contribution of 31.5% and (6) simultaneously, transformational leadership working ethics, working discipline and job satisfaction contribute significantly on primary teacher organizational commitment, with a total contribution of 61,9%. Thus, it can be concluded that those four independent variables can be used as predictors to improve teachers' organizational commitment. This research implies that the

improvement of teachers' organizational commitment should be started from the improvement of transformational leadership working ethics, working discipline and job satisfaction

