

ABSTRAK

Dwi Antari, Ni Kadek (2025), *Kontribusi Kepemimpinan Transformasional, Supervisi Akademik, Etos Kerja, Dan Motivasi Kerja Terhadap Kinerja Guru SD Gugus Yos Sudarso Kecamatan Denpasar Selatan*. Tesis, Administrasi Pendidikan, Program Pascasarjana, Universitas Pendidikan Ganesha.

Tesis ini telah disetujui dan diperiksa oleh Pembimbing I: Dr. Basilius Redan Werang, S.S., S.Sos., JCL. Dan Pembimbing II: Dr. Ni Luh Gede Erni Sulindawati, S.E., Ak., M.Pd.

Kata kunci: kepemimpinan transformasional, supervisi akademik, etos kerja, motivasi kerja, kinerja guru

Penelitian ini bertujuan untuk menganalisis kontribusi kepemimpinan transformasional, supervisi akademik, etos kerja, dan motivasi kerja terhadap kinerja guru SD Gugus Yos Sudarso Kecamatan Denpasar Selatan. Penelitian ini dirancang dalam bentuk penelitian *ex-post facto*. Populasi sekaligus sampel dalam penelitian ini berjumlah 76 orang. Data ini dikumpulkan dengan menggunakan kuesioner. Metode analisis data menggunakan analisis regresi ganda empat prediktor. Variabel bebas meliputi: kepemimpinan transformasional, supervisi akademik, etos kerja dan motivasi kerja. Variabel terikat adalah kinerja guru. Berdasarkan penelitian yang telah dilakukan, disimpulkan bahwa: 1) Secara univariat seluruh variabel, yaitu rata-rata presentase skor variabel kepemimpinan transformasional sebesar 88,74% pada kategori baik, presentase variabel supervisi akademik sebesar 86,19% berada pada kategori baik, presentase variabel etos kerja sebesar 86,73% berada pada kategori baik, presentase variabel motivasi kerja sebesar 87,92% berada pada kategori baik, presentase kinerja guru sebesar 89,61% ada pada kategori baik. 2) Terdapat kontribusi yang signifikan kepemimpinan transformasional terhadap kinerja guru SD di Gugus Yos Sudarso dengan sumbangan efektif sebesar 13,63%. 3) Terdapat kontribusi yang signifikan supervisi akademik terhadap kinerja guru SD di Gugus Yos Sudarso dengan sumbangan efektif sebesar 18,75%. 4) Terdapat kontribusi yang signifikan etos kerja terhadap kinerja guru SD di Gugus Yos Sudarso dengan sumbangan efektif sebesar 18,73%. 5) Terdapat kontribusi yang signifikan motivasi kerja terhadap kinerja guru SD di Gugus Yos Sudarso dengan sumbangan efektif sebesar 30,56%. Temuan ini menegaskan bahwa motivasi kerja merupakan prediktor terkuat secara individual dibandingkan variabel lainnya. 6) Secara bersama-sama terdapat kontribusi yang signifikan kepemimpinan transformasional, supervisi akademik, etos kerja, dan motivasi kerja terhadap kinerja guru SD di Gugus Yos Sudarso sebesar 81,7%. Hasil ini menunjukkan pengaruh yang sangat kuat, di mana keempat factor secara simultan menjadi penentu utama tinggi rendahnya kinerja guru.

ABSTRAK

Dwi Antari, Ni Kadek (2025), *The Contribution Of Transformational Leadership, Academic Supervision, Work Ethic, And Work Motivation To The Performance Of Elementary School Teachers In The Yos Sudarso Cluster, South Denpasar District*. Thesis, Educational Administration, Postgraduate Program, Ganesha University of Education.

This thesis has been approved and examined by supervisor I: Dr. Basilius Redan Werang, S.S., S.Sos., JCL. and supervisor II: Dr. Ni Luh Gede Erni Sulindawati, S.E., Ak., M.Pd.

Keywords: transformational leadership, academic supervision, work ethic, work motivation, teacher performan

This study aims to examine the extent to which transformational leadership, academic supervision, work ethic, and work motivation contribute to the performance of elementary school teachers in the Yos Sudarso Cluster, South Denpasar District. The research employed an ex-post facto design. The population, which also served as the sample, consisted of 76 teachers. Data were collected through questionnaires and analyzed using four-predictor multiple regression analysis. The independent variables included : transformational leadership, academic supervision, work ethic, and work motivation, while the dependent variable was teacher performance. Based on the research that has been done, it was concluded that: 1) Univariately all variables, namely the average percentage score of the transformational leadership variable of 88.74% in the good category, the percentage of the academic supervision variable of 86.19% is in the good category, the percentage of the work ethic variable of 86.73% is in the good category, the percentage of the work motivation variable of 87.92% is in the good category, the percentage of teacher performance of 89.61% is in the good category. 2) There is a significant contribution of transformational leadership to the performance of elementary school teachers in the Yos Sudarso Cluster with an effective contribution of 13.63%. 3) Academic supervision showed a significant contribution to teacher performance an effective contribution of 18.75%. 4) There is a significant contribution of work ethic to the performance of elementary school teachers in the Yos Sudarso Cluster with an effective contribution of 18.73%. 5) There is a significant contribution of work motivation to the performance of elementary school teachers in the Yos Sudarso Cluster with an effective contribution of 30.56%. This finding confirms that work motivation is the strongest predictor individually compared to other variables. 6) Together there is a significant contribution of transformational leadership, academic supervision, work ethic, and work motivation to the performance of elementary school teachers in the Yos Sudarso Cluster of 81.7%. These results indicate a very strong influence, where the four factors simultaneously become the main determinants of high and low teacher performance.