

ABSTRAK

Andika, I Wayan (2025), *Kontribusi Kepemimpinan Instruksional, Manajemen Sekolah, Komite Sekolah dan Komitmen Kerja terhadap Kinerja Guru Sekolah Dasar di Gugus Kompyang Sujana Kecamatan Denpasar Barat*. Tesis. Administrasi Pendidikan, Program Pascasarjana, Universitas Pendidikan Ganesha.

Tesis ini sudah disetujui dan diperiksa oleh: Pembimbing I : Prof. Dr. Kadek Rihendra Dantes, S.T., M.T dan Pembimbing II: Prof. Dr. I Putu Wisna Ariawan, M.Si

Kata kunci: kepemimpinan instruksional, manajemen sekolah, komite sekolah, komitmen kerja, kinerja guru

Penelitian ini bertujuan untuk mengetahui kontribusi kepemimpinan instruksional, manajemen sekolah, komite sekolah dan komitmen kerja terhadap kinerja guru sekolah dasar di Gugus Kompyang Sujana Kecamatan Denpasar Barat baik yang terjadi secara parsial maupun simultan. Populasi penelitian ini adalah seluruh guru sekolah dasar di Gugus Kompyang Sujana Denpasar Barat yang berjumlah 130 orang. Jumlah sampel selanjutnya dipilih dengan aturan Krejcie dan Morgan dan aturan Warwick dan Leininger dengan teknik *random sampling* sehingga terpilih 113 orang. Data dalam penelitian dikumpulkan dengan kuesioner dengan Skala Likert. Dari 113 kuesioner yang disebar, setelah dilakukan pengecekan, terdapat 98 kuesioner yang memenuhi syarat. 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* diperoleh nilai Adjusted R^2 sebesar 0,7209. Untuk mengetahui besaran kontribusi variabel bebas terhadap variabel terikat maka dapat dilakukan dengan mengalikan nilai *Adjusted R²* dengan 100% ($0,7209 \times 100\% = 72,09\%$). Hasil penelitian menunjukkan bahwa (1) kepemimpinan instruksional berkontribusi secara signifikan terhadap kinerja guru dengan sumbangan efektif 41,45%, (2) manajemen sekolah berkontribusi secara signifikan terhadap kinerja guru dengan sumbangan efektif sebesar 9,66%, (3) komite sekolah berkontribusi secara signifikan terhadap kinerja guru dengan sumbangan efektif sebesar 10,45%, (4) komitmen kerja berkontribusi secara signifikan terhadap kinerja guru dengan sumbangan efektif sebesar 10,53% dan (5) secara simultan kepemimpinan instruksional, manajemen sekolah, komite sekolah dan komitmen kerja berkontribusi secara signifikan terhadap kinerja guru yaitu 72,09%. Dengan demikian dapat disimpulkan bahwa keempat variabel bebas dapat digunakan sebagai prediktor peningkatan kinerja guru. Hasil ini berimplikasi pada peningkatan kinerja guru harus diawali dengan peningkatan kepemimpinan instruksional, manajemen sekolah, komite sekolah dan komitmen kerja.

ABSTRACT

Andika, I Wayan (2025), The Contribution of Instructional Leadership, School Management, School Committee, and Working Commitment on Primary Teachers' Performance in Kompyang Sujana Cluster, West Denpasar Sub-District. Thesis. Administration Education, Postgraduate Program, Ganesha University of Education.

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Keywords : instructional leadership, school management, school committee, working commitment, teachers' performance

This research aims at knowing the contribution of instructional leadership, school management, school committee, and working commitment on primary teachers' performance in Kompyang Sujana Cluster, West Denpasar Sub-District both partially and simultaneously. The population of this research was 130 primary teachers in Kompyang Sujana Cluster, West Denpasar Sub-District. The number of samples was selected by using Krejcie and Morgan formula and Warwick dan Lininger formula so that 113 teachers were selected. The data of this research were collected by using questionnaire with Likert scale. From the 113 questionnaires distributed, after verification, 98 questionnaires were found to meet the requirements. The data were analyzed statistically including descriptive, data grouping, prerequisite tests, simple regression ($\alpha=0,05$), multiple regression with 4 predictors ($\alpha=0.05$), effective contribution, and relative contribution. The analysis was done by using SPSS 20 for Windows software, resulting in an Adjusted R^2 value of 0.7209. To determine the contribution of the independent variable to the dependent variable, multiply the Adjusted R^2 value by 100% ($0.7209 \times 100\% = 72.09\%$). This research discovers (1) instructional leadership contributes significantly on teachers performance with effective contribution of 41.45%, (2) school management contributes significantly on teachers performance with effective contribution of 9.66%, (3) school committee contributes significantly on teachers performance with effective contribution of 10.45%, (4) working commitment contributes significantly on teachers performance with effective contribution of 10.53% and (5) simultaneously, instructional leadership, school management, school committee, and working commitment contribute significantly on teachers performance. Therefore, it can be concluded that those four variables can be used as predictor to improve teachers' performance. This research implies that the improvement of teachers' performance should be dawned from the improvement of instructional leadership, school management, school committee, and working commitment