

## ABSTRAK

Lestari, Luh Putu Widhia (2026). Kontribusi Kepemimpinan Manajerial, Motivasi Kerja, Iklim Kerja, dan Komitmen Kerja terhadap Kinerja Guru di SMP Negeri Kecamatan Denpasar Utara. Tesis, Administrasi Pendidikan, Program Pascasarjana, Universitas Pendidikan Ganesha.

Tesis ini telah disetujui dan diperiksa oleh Pembimbing I : Prof. Dr. Anak Agung Gede Agung, M.Pd. dan Pembimbing II : Dr. Ni Luh Gede Erni Sulindawati, S.E., Ak., M.Pd.

*Kata-kata kunci:* kepemimpinan manajerial, motivasi kerja, iklim kerja, komitmen kerja, kinerja guru.

Investigasi ini diorientasikan untuk mengeksplorasi serta mengonstruksi eksplanasi saintifik mengenai besaran kontribusi kepemimpinan manajerial, motivasi kerja, iklim kerja, dan komitmen kerja, baik dalam kapasitasnya sebagai prediktor mandiri maupun secara simultan, terhadap variansi kinerja guru pada lingkungan SMP Negeri di Kecamatan Denpasar Utara. Mengadopsi desain penelitian *ex-post facto*, studi ini melibatkan sampel representatif sebanyak 157 pendidik yang dijaring melalui prosedur *cluster random sampling* dari total populasi sebesar 292 orang yang tersebar di beberapa klaster sekolah. Data yang diakuisisi melalui instrumen kuesioner tervalidasi kemudian diestimasi menggunakan teknik analisis regresi linear dan korelasi parsial berbantuan perangkat lunak SPSS, yang pada akhirnya mengungkap temuan empiris bahwa seluruh variabel independen berimplikasi signifikan secara statistik terhadap efektivitas kinerja guru. Secara parsial, hasil analisis mengindikasikan bahwa kepemimpinan manajerial memiliki koefisien korelasi sederhana sebesar 0,653 dengan korelasi parsial 0,331 serta memberikan sumbangan efektif sebesar 16,39%. Lebih lanjut, motivasi kerja menunjukkan keterikatan yang lebih kuat dengan koefisien korelasi sederhana 0,725, korelasi parsial 0,486, dan sumbangan efektif mencapai 29,31%. Sementara itu, iklim kerja memberikan determinasi positif melalui koefisien korelasi sederhana 0,535, korelasi parsial 0,163, dan sumbangan efektif sebesar 6,37%, yang kemudian diperkuat oleh variabel komitmen kerja dengan koefisien korelasi sederhana 0,640, korelasi parsial 0,327, serta sumbangan efektif sebesar 16,83%. Secara agregat, konvergensi keempat variabel tersebut memiliki daya determinasi yang sangat kuat terhadap variansi kinerja guru, yang dibuktikan dengan koefisien korelasi ganda sebesar 0,830 dan total kontribusi simultan mencapai 68,90%.

## ABSTRACT

Lestari, Luh Putu Widhia (2026). *Contribution of Managerial Leadership, Work Motivation, Work Climate, and Work Commitment to Teacher Performance in State Middle Schools in North Denpasar District*. Thesis, Educational Administration, Postgraduate Program, Ganesha University of Education.

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*Keywords: managerial leadership, work motivation, work climate, work commitment, teacher performance.*

*This investigation is oriented to explore and construct a scientific explanation regarding the magnitude of the contribution of managerial leadership, work motivation, work climate and work commitment, both in their capacity as independent and simultaneous predictors, to the variance in teacher performance in the State Middle School environment in North Denpasar District. Adopting an ex-post facto research design, this study involved a representative sample of 157 educators who were selected using a cluster random sampling procedure from a total population of 292 people spread across several school clusters. Data acquired through a validated questionnaire instrument was then estimated using linear regression and partial correlation analysis techniques assisted by SPSS software, which ultimately revealed empirical findings that all independent variables had statistically significant implications for the effectiveness of teacher performance. Partially, the results of the analysis indicate that managerial leadership has a simple correlation coefficient of 0.653 with a partial correlation of 0.331 and provides an effective contribution of 16.39%. Furthermore, work motivation shows stronger attachment with a simple correlation coefficient of 0.725, partial correlation of 0.486, and effective contribution reaching 29.31%. Meanwhile, the work climate provides a positive determination through a simple correlation coefficient of 0.535, a partial correlation of 0.163, and an effective contribution of 6.37%, which is then strengthened by the work commitment variable with a simple correlation coefficient of 0.640, a partial correlation of 0.327, and an effective contribution of 16.83%. In aggregate, the convergence of these four variables has very strong determining power on the variance in teacher performance, as evidenced by the multiple correlation coefficient of 0.830 and the total simultaneous contribution reaching 68.90%.*