

ABSTRAK

Suba, I Made (2025), *Kontribusi Kepemimpinan Instruksional, Supervisi Akademik, Budaya Organisasi, dan Komitmen Kerja Terhadap Kinerja Guru SD di Gugus Letda Kajeng Kecamatan Denpasar Utara*. Tesis, Administrasi Pendidikan, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata kunci: Kepemimpinan Instruksional, Supervisi Akademik, Budaya Organisasi, Komitmen Kerja, Kinerja Guru.

Penelitian ini bertujuan untuk menganalisis kontribusi kepemimpinan instruksional, supervisi akademik, budaya organisasi, dan komitmen kerja terhadap kinerja guru SD di Gugus Letda Kajeng Kecamatan Denpasar Utara. Penelitian ini termasuk penelitian *ex post facto*. Populasi dari penelitian berjumlah 122 orang. Dikarenakan jumlah populasi pada penelitian ini tidak terlalu besar, maka seluruh populasi pada penelitian ini dijadikan sampel penelitian, sehingga sampel penelitian ini merupakan penelitian sensus. Variabel bebas dalam penelitian ini adalah kepemimpinan instruksional, supervisi akademik, budaya organisasi, dan komitmen kerja. Sedangkan variabel terikatnya adalah kinerja guru. Penelitian ini menggunakan metode kuesioner/angket. Metode analisis data yang digunakan adalah analisis regresi ganda empat prediktor. Hasil penelitian ini dapat disimpulkan bahwa: 1) Secara univariat seluruh variabel, yaitu rata-rata persentase skor variabel kepemimpinan instruksional sebesar 85,07% yang berada pada kategori baik, supervisi akademik sebesar 85,23% (baik), budaya organisasi sebesar 92,08% (sangat baik), komitmen kerja sebesar 89,88% (baik), dan kinerja guru sebesar 91,86% (sangat baik). 2) terdapat kontribusi yang signifikan kepemimpinan instruksional terhadap kinerja guru SD di Gugus Letda Kajeng Kecamatan Denpasar Utara, dengan sumbangan efektif sebesar 10,63%. 3) terdapat kontribusi yang signifikan supervisi akademik terhadap kinerja guru SD di Gugus Letda Kajeng Kecamatan Denpasar Utara, dengan sumbangan efektif sebesar 15,51%. 4) terdapat kontribusi yang signifikan budaya organisasi terhadap kinerja guru SD di Gugus Letda Kajeng Kecamatan Denpasar Utara, dengan sumbangan efektif sebesar 9,60%. 5) terdapat kontribusi yang signifikan komitmen kerja terhadap kinerja guru SD di Gugus Letda Kajeng Kecamatan Denpasar Utara, dengan sumbangan efektif sebesar 10,28%. Dan 6) terdapat kontribusi yang signifikan secara bersama-sama kepemimpinan instruksional, supervisi akademik, budaya organisasi, dan komitmen kerja terhadap kinerja guru SD di Gugus Letda Kajeng Kecamatan Denpasar Utara, dengan kontribusi sebesar 46,02%.

ABSTRACT

Suba, I Made (2025), *The Contributions of Instructional Leadership, Academic Supervision, Organizational Culture, and Work Commitment to the Performance of Elementary School Teachers in the Letda Kajeng Cluster, North Denpasar District*. Thesis, Educational Administration, Graduate Program, Ganesha University of Education.

This thesis has been approved and examined by Supervisor I: Prof. Dr. I Made Yudana, M.Pd., and Supervisor II: Prof. Dr. Anak Agung Gede Agung, M.Pd.

Keywords: Instructional Leadership, Academic Supervision, Organizational Culture, Work Commitment, Teacher Performance.

This study aims to analyze the contributions of instructional leadership, academic supervision, organizational culture, and work commitment to the performance of elementary school teachers in the Letda Kajeng Cluster, North Denpasar District. This research is an ex post facto study. The population of the study consisted of 122 individuals. Because the population size in this study was not too large, the entire population was used as the research sample, making this study a census survey. The independent variables in this study are instructional leadership, academic supervision, organizational culture, and work commitment. The dependent variable is teacher performance. This research used a questionnaire method. The data analysis method used was multiple regression analysis with four predictors. The results of this study can be concluded as follows: (1) Based on univariate analysis, all variables showed high average percentage scores, namely instructional leadership at 85.07% (good category), academic supervision at 85.23% (good), organizational culture at 92.08% (very good), work commitment at 89.88% (good), and teacher performance at 91.86% (very good). 2) There is a significant contribution of instructional leadership to the performance of elementary school teachers in the Letda Kajeng Cluster, North Denpasar District, with an effective contribution of 10.63%. 3) There is a significant contribution of academic supervision to the performance of elementary school teachers in the Letda Kajeng Cluster, North Denpasar District, with an effective contribution of 15.51%. 4) There is a significant contribution of organizational culture to the performance of elementary school teachers in the Letda Kajeng Cluster, North Denpasar District, with an effective contribution of 9.60%. 5) There is a significant contribution of work commitment to the performance of elementary school teachers in the Letda Kajeng Cluster, North Denpasar District, with an effective contribution of 10.28%. And 6) There is a significant simultaneous contribution of instructional leadership, academic supervision, organizational culture, and work commitment to the performance of elementary school teachers in the Letda Kajeng Cluster, North Denpasar District, with a total contribution of 46,02%.