

ABSTRAK

Indrawati, Ni Luh Diah (2025), *Kontribusi Kepemimpinan Partisipatif, Etos Kerja, Ketahanmalangan dan Budaya Kerja terhadap Kinerja Guru Sekolah Dasar di Gugus Kompyang Sujana Denpasar Barat*. Tesis. Administrasi Pendidikan, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata kunci: kepemimpinan partisipatif, etos kerja, ketahanmalangan, budaya kerja, kinerja guru

Pengelolaan sumber daya manusia khususnya terkait kinerja guru terus mendapatkan penekanan yang serius dari pemerintah sehingga perlu dilakukan penelitian untuk mengetahui faktor-faktor yang mempengaruhinya. Penelitian ini bertujuan untuk mengetahui kontribusi kepemimpinan partisipatif, etos kerja, ketahanmalangan dan budaya kerja terhadap kinerja guru sekolah dasar di Gugus Kompyang Sujana 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 Slovin dengan teknik *random sampling* sehingga terpilih 98 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. Hasil penelitian menunjukkan bahwa (1) kepemimpinan partisipatif berkontribusi signifikan sebesar 43,4% terhadap kinerja guru sekolah dasar di Gugus Kompyang Sujana Denpasar Barat, (2) etos kerja berkontribusi signifikan sebesar 10,9% terhadap kinerja guru sekolah dasar di Gugus Kompyang Sujana Denpasar Barat, (3) ketahanmalangan berkontribusi signifikan sebesar 9,1% terhadap kinerja guru sekolah dasar di Gugus Kompyang Sujana Denpasar Barat, (4) budaya kerja berkontribusi signifikan sebesar 10,3% terhadap kinerja guru sekolah dasar di Gugus Kompyang Sujana Denpasar Barat dan (5) secara simultan, kepemimpinan partisipatif, etos kerja, ketahanmalangan dan budaya kerja berkontribusi signifikan sebesar 73,7% terhadap kinerja guru sekolah dasar di Gugus Kompyang Sujana Denpasar Barat. 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 partisipatif, etos kerja, ketahanmalangan dan budaya kerja.

ABSTRACT

Indrawati, Ni Luh Diah (2025), *The Contribution of Partisipative Leadership, Working Ethic, Adversity Quotient and Working Culture On Primary Teachers' Performance in Kompyang Sujana Cluster, West Denpasar Sub-District*. Thesis. Education Administration, Postgraduate Program, Ganesha University of Education.

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Keywords : partisipative leadership, working ethic, adversity quotient, working culture, teachers' performance

Human resources management especially relating to teachers' performance intensely gets serious attention from the government so that it needs to be done research to know the factors influencing it. This research aims at knowing the contribution of participative leadership, working ethic, adversity quotient and working culture on primary teachers' performance in Kompyang Sujana Cluster, West Denpasar Sub-District partially and simultaneously. The population of this research was 130 primary teachers in Kompyang Sujana Cluster, West Denpasar Sub-District. The sample was selected by using random sampling and its number selection used Slovin rule so that 98 teachers were selected. The data in this study were collected using a questionnaire with a Likert scale. 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) participative leadership contributes significantly on teachers' performance by 43.4%, (2) working ethic contributes significantly on teachers' performance by 10,9%, (3) adversity quotient contributes significantly on teachers' performance by 9,1%, (4) working culture contributes significantly on teachers' performance by 10,3% and (5) simultaneously, participative leadership, working ethic, adversity quotient and working culture contribute significantly on teachers' performance by 73,7%. Therefore, it can be concluded that those four variables can be used as predictors to improve teachers' performance. This result implies that the improvement of teachers' performance should be dawned from the improvement of participative leadership, working ethic, adversity quotient and working culture