

ABSTRAK

Suastawa, I Ketut (2026), Determinasi Kepemimpinan Transformasional Berlandaskan *Tri Hita Karana*, Budaya Organisasi, dan Komitmen Kerja Terhadap Kinerja Tenaga Kependidikan di Universitas Pendidikan Ganesha

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Kata-kata kunci : kepemimpinan transformasional, *tri hita karana*, budaya organisasi, komitmen kerja, kinerja

Penelitian ini bertujuan untuk mengetahui kontribusi kepemimpinan transformasional berlandaskan *tri hita karana*, budaya organisasi, dan komitmen kerja terhadap kinerja tenaga kependidikan di Undiksha. Penelitian ini merupakan penelitian *ex post facto* dengan jumlah sampel sebanyak 144 orang. Data dikumpulkan melalui kuesioner dan dianalisis dengan teknik regresi berganda. Hasil penelitian menunjukkan bahwa: 1) Terdapat kontribusi yang signifikan kepemimpinan transformasional berlandaskan *tri hita karana* terhadap kinerja tenaga kependidikan di Undiksha dengan koefisien korelasi sebesar 0,772, dengan $F_{hitung} = 155,043$ dan sumbangan efektifnya 26,44%. 2) Terdapat kontribusi yang signifikan budaya organisasi terhadap kinerja tenaga kependidikan di Undiksha dengan koefisien korelasi sebesar 0,664, dengan $F_{hitung} = 112,183$ dan sumbangan efektifnya 13,40%. 3) Terdapat kontribusi yang signifikan komitmen kerja terhadap kinerja tenaga kependidikan di Undiksha dengan koefisien korelasi sebesar 0,781, dengan $F_{hitung} = 222,498$ dan sumbangan efektifnya 33,49%. 4) Terdapat kontribusi signifikan kepemimpinan transformasional berlandaskan *tri hita karana*, budaya organisasi, dan komitmen kerja terhadap kinerja tenaga kependidikan di undiksha dengan koefisien korelasi 0,860 dengan $F_{hitung} = 132,16$, dan berkontribusi sebesar 73,3%.

ABSTRACT

Suastawa, I Ketut (2026), Determination of Transformational Leadership Based on Tri Hita Karana, Organizational Culture, and Work Commitment on the Performance of Educational Personnel at Ganesha University of Education

Thesis, Educational Administration, Postgraduate Program, Ganesha University of Education.

This thesis has been approved and reviewed by my first advisor: Prof. Dr. Anak Agung Gede Agung, M.Pd., and my second advisor: Dr. Ni Luh Gede Erni Sulindawati, SE. Ak, M.Pd.

Keywords: transformational leadership, Tri Hita Karana, organizational culture, work commitment, performance

This study aims to determine the contribution of transformational leadership based on Tri Hita Karana, organizational culture, and work commitment to the performance of educational personnel at Undiksha. This is an ex post facto study with a sample of 144 individuals. Data were collected through questionnaires and analyzed using multiple regression techniques. The results of the study show that: 1) There is a significant contribution of transformational leadership based on tri hita karana to the performance of educational staff at Undiksha with a correlation coefficient of 0.772, with $F_{count} = 155.043$ and an effective contribution of 26.44%. 2) There is a significant contribution of organizational culture to the performance of educational staff at Undiksha with a correlation coefficient of 0.664, with $F_{count} = 112.183$ and an effective contribution of 13.40%. 3) There is a significant contribution of work commitment to the performance of educational staff at Undiksha with a correlation coefficient of 0.781, with $F_{count} = 222.498$ and an effective contribution of 33.49%. 4) There is a significant contribution of transformational leadership based on Tri Hita Karana, organizational culture, and work commitment to the performance of educational staff at Undiksha with a correlation coefficient of 0.860 with $F_{count} = 132.16$, and contributing 73.3%.