

PENGARUH KEPEMIMPINAN SAD SASANA, MOTIVASI KERJA, KECERDASAN EMOSIONAL DAN KOMITMEN ORGANISASI TERHADAP KINERJA GURU SD DI KABUPATEN BULELENG

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ABSTRAK

Tujuan penelitian ini adalah untuk mengkaji pengaruh kepemimpinan *Sad Sasana*, motivasi kerja, kecerdasan emosional dan komitmen organisasi terhadap kinerja guru SD di Kabupaten Buleleng. Penelitian ini merupakan penelitian kuantitatif. Populasi penelitian ini sebanyak 4.088 guru SD di Kabupaten Buleleng. Penentuan sampel menggunakan teknik *stratified proportional random sampling* dan dengan teknik tersebut diperoleh sampel sebanyak 446 orang guru. Data penelitian ini dikumpulkan dengan kuesioner model skala Likert tipe tertutup 5 opsi. Data hasil penelitian dianalisis menggunakan Teknik analisis statistik deskriptif dan teknik analisis statistik inferensial multivariat SEM-PLS. Hasil penelitian menemukan bahwa: (1) secara deskriptif kuantitatif semua variabel dinyatakan cenderung sangat baik, (2) model teoretik hubungan antar variabel eksogen dan endogen dinyatakan terbukti memiliki prediksi yang kuat (3) kepemimpinan *sad sasana*, motivasi kerja, kecerdasan emosional berpengaruh langsung secara positif dan signifikan terhadap komitmen organisasi, (4) kepemimpinan *sad sasana*, motivasi kerja, kecerdasan emosional dan komitmen organisasi berpengaruh secara langsung positif dan signifikan terhadap kinerja guru, (5) komitmen organisasi berfungsi signifikan sebagai pemediasi dalam pengaruh secara tidak langsung kepemimpinan *Sad Sasana*, motivasi kerja dan kecerdasan emosional terhadap kinerja guru. Temuan penelitian terkait dengan pengujian model memberikan bukti empiris bahwa model yang dibangun sesuai dengan data yang dikumpulkan, dengan demikian konstruksi teoritis yang mendasari penelitian ini terbukti valid. Temuan juga memberikan dasar untuk mengandalkan model untuk memprediksi hubungan antar variabel penelitian dalam situasi praktis, merancang strategi dan kebijakan yang efektif dalam meningkatkan kinerja guru sekolah dasar di Kabupaten Buleleng. Temuan penelitian mengindikasikan pentingnya penerapan kepemimpinan *Sad Sasana*, mendorong motivasi kerja, menciptakan kecerdasan emosional yang membangun komitmen organisasi untuk meningkatkan kinerja guru SD di Kabupaten Buleleng.

Kata kunci: kepemimpinan Sad Sasana, motivasi kerja, kecerdasan emosional, komitmen organisasi, kinerja guru, Sekolah Dasar

**THE EFFECT OF SAD SASANA LEADERSHIP, WORK MOTIVATION,
EMOTIONAL INTELLIGENCE AND ORGANIZATIONAL
COMMITMENT ON ELEMENTARY SCHOOL TEACHERS'
PERFORMANCE IN BULELENG REGENCY**

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ABSTRACT

The purpose of this study was to examine the influence of Sad Sasana leadership, work motivation, emotional intelligence and organizational commitment on the performance of elementary school teachers in Buleleng Regency. This study is a quantitative study. The population of this study was 4,088 elementary school teachers in Buleleng Regency. The sample determination used a stratified proportional random sampling technique and with this technique a sample of 446 teachers was obtained. The research data was collected using a 5-option closed-type Likert scale model questionnaire. The research data were analyzed using descriptive statistical analysis techniques and multivariate inferential statistical analysis techniques SEM-PLS. The results of the study found that: (1) quantitatively descriptively all variables were stated to tend to be very good, (2) the theoretical model of the relationship between exogenous and endogenous variables was stated to have strong predictions (3) sad sasana leadership, work motivation, emotional intelligence had a direct positive and significant effect on organizational commitment, (4) sad sasana leadership, work motivation, emotional intelligence and organizational commitment had a direct positive and significant effect on teacher performance, (5) organizational commitment functioned significantly as a mediator in the indirect influence of Sad Sasana leadership, work motivation and emotional intelligence on teacher performance. The research findings related to model testing provide empirical evidence that the model built is in accordance with the collected data, thus the theoretical construction underlying this research is proven valid. The findings also provide a basis for relying on the model to predict the relationship between research variables in practical situations, designing effective strategies and policies in improving the performance of elementary school teachers in Buleleng Regency. The research findings indicate the importance of implementing Sad Sasana leadership, encouraging work motivation, creating emotional intelligence that builds organizational commitment to improve the performance of elementary school teachers in Buleleng Regency.

Keywords: Sad Sasana leadership, work motivation, emotional intelligence, organizational commitment, teacher performance, Elementary Cchool.