

ABSTRAK

Madai, M. (2026), *Pengaruh Kepemimpinan Transformasional dan Budaya Organisasi Terhadap Kinerja Guru Melalui Kepuasan Kerja Di SMA Negeri 1 Nabire* Tesis, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata kunci: kepemimpinan transformasional, budaya organisasi, kepuasan kerja, kinerja guru, SEM-PLS

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan transformasional dan budaya organisasi terhadap kinerja guru melalui kepuasan kerja sebagai variabel intervening pada SMA Negeri 1 Nabire. Penelitian ini menggunakan pendekatan kuantitatif dengan metode asosiatif kausal. Populasi penelitian berjumlah 61 guru yang seluruhnya dijadikan sampel menggunakan teknik sampling jenuh. Data dikumpulkan melalui kuesioner dengan skala Likert dan dianalisis menggunakan Structural Equation Modeling berbasis Partial Least Squares (SEM-PLS) dengan bantuan SmartPLS 4.1. Hasil penelitian menunjukkan bahwa kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kepuasan kerja dan kinerja guru. Budaya organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja, namun tidak berpengaruh secara langsung terhadap kinerja guru. Kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja guru. Selain itu, kepuasan kerja terbukti memediasi secara parsial pengaruh kepemimpinan transformasional terhadap kinerja guru serta memediasi secara penuh pengaruh budaya organisasi terhadap kinerja guru. Temuan ini menunjukkan bahwa peningkatan kinerja guru dapat dicapai melalui penerapan kepemimpinan transformasional yang efektif, penguatan budaya organisasi, dan peningkatan kepuasan kerja guru.

ABSTRACT

Madai, M. (2026), The Influence of Transformational Leadership and Organizational Culture on Teacher Performance via Job Satisfaction at SMA Negeri 1 Nabire.

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Keywords: transformational leadership, organizational culture, job satisfaction, teacher performance, SEM-PLS

This study aims to analyze the influence of transformational leadership and organizational culture on teacher performance, with job satisfaction serving as an intervening variable, at SMA Negeri 1 Nabire. The study employs a quantitative approach using a causal-associative method. The research population consists of 61 teachers, all of whom were included in the sample using the saturated sampling technique. Data were collected via Likert-scale questionnaires and analyzed using Partial Least Squares-based Structural Equation Modeling (SEM-PLS) with the aid of SmartPLS 4.1. The results indicate that transformational leadership has a positive and significant influence on both job satisfaction and teacher performance. Organizational culture has a positive and significant influence on job satisfaction but does not directly influence teacher performance. Job satisfaction has a positive and significant influence on teacher performance. Furthermore, job satisfaction was found to partially mediate the influence of transformational leadership on teacher performance and fully mediate the influence of organizational culture on teacher performance. These findings suggest that improvements in teacher performance can be achieved through the implementation of effective transformational leadership, the strengthening of organizational culture, and the enhancement of teacher job satisfaction.