

**KEPEMIMPINAN ASTA BRATA DAN HUBUNGANNYA TERHADAP
BUDAYA SEKOLAH DAN KEPUASAN KERJA GURU SEKOLAH DASAR
DI KECAMATAN TEGALLALANG KABUPATEN GIANYAR**

Oleh

Ni Kadek Budiani, Nim 2211031613

Program Studi Pendidikan Guru Sekolah Dasar

Jurusan Pendidikan Dasar

ABSTRAK

Pendidikan berkualitas tidak hanya ditentukan oleh sarana fisik, tetapi juga oleh efektivitas kepemimpinan dan lingkungan kerja yang kondusif. Namun, masih ditemukan berbagai tantangan dalam implementasi kepemimpinan Asta Brata, khususnya dalam menjaga keseimbangan antara kelembutan dan ketegasan di tengah keterbatasan sumber daya. Selain itu, budaya kerja yang kurang reflektif, tingginya beban kerja, serta ketidakseimbangan kehidupan kerja dan keluarga turut memengaruhi budaya sekolah dan kepuasan kerja guru sekolah dasar. Permasalahan tersebut melatarbelakangi penelitian ini yang bertujuan untuk menganalisis hubungan kepemimpinan Asta Brata dengan budaya sekolah dan kepuasan kerja guru. Objek penelitian meliputi kepemimpinan Asta Brata, budaya sekolah, dan kepuasan kerja guru dengan subjek penelitian adalah guru sekolah dasar di Kecamatan Tegallalang Kabupaten Gianyar. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian *ex post facto* dan rancangan survei. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan analisis inferensial serta analisis korelasi. Hasil penelitian menunjukkan bahwa: (1) Terdapat hubungan yang signifikan dan sangat kuat antara kepemimpinan Asta Brata dan budaya sekolah dengan nilai koefisien korelasi sebesar 0,827; (2) Terdapat hubungan yang signifikan dan kuat antara kepemimpinan Asta Brata dan kepuasan kerja guru dengan nilai koefisien korelasi sebesar 0,791. Hasil penelitian diharapkan menjadi acuan bagi kepala sekolah, dan pemangku kebijakan dalam menerapkan kepemimpinan berbasis kearifan lokal untuk menciptakan budaya sekolah yang kondusif serta meningkatkan kepuasan kerja guru di sekolah dasar.

Kata kunci: Kepemimpinan Asta Brata, Budaya Sekolah, Kepuasan Kerja Guru Sekolah Dasar

***ASTA BRATA LEADERSHIP AND ITS RELATIONSHIP TO SCHOOL
CULTURE AND JOB SATISFACTION AMONG ELEMENTARY SCHOOL
TEACHERS IN TEGALLALANG DISTRICT, GIANJAR REGENCY***

By

Ni Kadek Budiani, NIM 2211031613

Elementary School Teacher Education Program

Department of Elementary Education

ABSTRACT

Quality education is determined not only by physical facilities but also by the effectiveness of leadership and a conducive work environment. However, various challenges remain in the implementation of Asta Brata leadership, particularly in maintaining a balance between gentleness and firmness amid resource constraints. Additionally, a work culture that lacks reflection, high workloads, and an imbalance between work and family life also influence school culture and the job satisfaction of elementary school teachers. These issues form the backdrop for this study, which aims to analyze the relationship between Asta Brata leadership and school culture as well as teacher job satisfaction. The research objects include Asta Brata leadership, school culture, and teacher job satisfaction, with the research subjects being elementary school teachers in Tegallalang Subdistrict, Gianjar Regency. This study employs a quantitative approach using an ex post facto research design and a survey methodology. Data were collected via questionnaires and analyzed using inferential analysis and correlation analysis. The results of the study indicate that: (1) There is a significant and very strong relationship between Asta Brata leadership and school culture, with a correlation coefficient of 0.827; (2) There is a significant and strong relationship between Asta Brata leadership and teacher job satisfaction, with a correlation coefficient of 0.791. The findings of this study are expected to serve as a guide for school principals and policymakers in implementing leadership based on local wisdom to foster a conducive school culture and enhance teacher job satisfaction in elementary schools.

Keywords: *Asta Brata Leadership, School Culture, Elementary School Teachers' Job Satisfaction*