

**KONTRIBUSI KEPEMIMPINAN PELAYAN KEPALA SEKOLAH, ETOS KERJA,
BUDAYA KERJA, KOMITMEN ORGANISASI TERHADAP PROFESIONALISME
GURU DI SMA NEGERI KECAMATAN MENGWI KABUPATEN BADUNG**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui: (1) kontribusi kepemimpinan pelayan kepala sekolah terhadap profesionalisme guru, (2) kontribusi etos kerja terhadap profesionalisme guru, (3) kontribusi budaya kerja terhadap profesionalisme guru, (4) kontribusi komitmen organisasi terhadap profesionalisme guru, (5) kontribusi kepemimpinan pelayan kepala sekolah, etos kerja, budaya kerja, dan komitmen organisasi secara bersama-sama terhadap profesionalisme guru di SMA Negeri Kec. Mengwi Kab. Badung. Populasi dalam penelitian ini sebanyak 124 orang guru, dengan jumlah sampel sebesar 97 guru. Penelitian ini menggunakan rancangan *ex-post facto*. Data dikumpulkan dengan kuesioner menggunakan model skala Likert. Teknik analisis data yang digunakan adalah regresi sederhana, korelasi sederhana, korelasi ganda, regresi ganda. Hasil analisis menunjukkan bahwa terdapat: (1) berkontribusi positif dan signifikan kepemimpinan pelayan kepala sekolah terhadap profesionalisme guru sebesar 0,306 dan sumbangan efektif 8,24%, (2) berkontribusi positif signifikan etos kerja terhadap profesionalisme guru sebesar 0,454 dan sumbangan efektif 16,75%, (3) berkontribusi positif signifikan budaya kerja terhadap profesionalisme guru sebesar 0,226 dan sumbangan efektif 5,34%, (4) berkontribusi positif signifikan komitmen organisasi terhadap profesionalisme guru sebesar 0,489 dan sumbangan efektif 21,50%, dan (5) berkontribusi yang signifikan kepemimpinan pelayan kepala sekolah, etos kerja, budaya kerja, dan komitmen organisasi secara bersama-sama terhadap profesionalisme guru dengan sumbangan efektif sebesar 51,83%. Hal ini berarti keempat variabel tersebut mempunyai kontribusi signifikan terhadap profesionalisme guru di SMA Negeri Kec. Mengwi Kab. Badung.

Kata kunci: Kepemimpinan Pelayan Kepala Sekolah, Etos Kerja, Budaya Kerja, Komitmen Organisasi, Profesionalisme Guru.

**THE CONTRIBUTION OF SERVANTLEADERSHIP HEAD MASTER, WORK ETHIC,
WORK CULTURE, AND ORGANIZATIONAL COMMITMENT TOWARD TEACHER
PROFESIONALISM IN SMA NEGERI KECAMATAN MINGWI
KABUPATEN BADUNG**

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ABSTRACT

This research aims to: (1) the contribution of headmaster's servant leadership to teacher professionalism, (2) the contribution of work ethic to teacher professionalism, (3) the contribution of work culture to teacher professionalism, (4) the contribution of organizational commitment to teacher professionalism, (5)) the contribution of headmaster's servant leadership, work ethic, work culture, and organizational commitment together to the professionalism of teachers in SMA Negeri Kec. Mengwi Kab. Badung. The population in this study were 124 teachers, with a total sample of 97 teachers. This study uses an ex-post facto design. Data were collected using a questionnaire using a Likert scale model. The data analysis technique used is simple regression, simple correlation, multiple correlation, multiple regression. The analysis shows that there are: (1) positive and significant contribution of headmaster's servant leadership to teacher professionalism by 0.306 and effective contribution of 8.24%, (2) contributing significantly positive work ethic to teacher professionalism by 0.454 and effective contribution of 16.75%, (3) contributing positively significant work culture towards teacher professionalism of 0.226 and effective contribution of 5.34%, (4) contributing significantly positive organizational commitment to teacher professionalism of 0.489 and effective contribution of 21.50%, and (5) contributing significantly to leadership leadership of the principal, ethos work, work culture, and organizational commitment together towards teacher professionalism with the effective contribution of 51.83%. This means that all four of these variables have a significant contribution to the professionalism of teachers in SMA Negeri Kec. Mengwi Kab. Badung.

*Keywords: Leadership of Headmasters, Work Ethics, Work Culture,
Organizational Commitment, Teacher Professionalism.*