

**KONTRIBUSI KEPEMIMPINAN TRANSFORMASIONAL  
DISIPLIN KERJA DAN MOTIVASI KERJA TERHADAP  
KINERJA GURU DI SMK KESEHATAN  
BALI DEWATA DENPASAR**

**Oleh**  
**I Wayan Cahyadi Adiguna NIM. 1829031016**  
**Program Studi Pascasarjana Program Administrasi Pendidikan**

**Abstrak**

Penelitian ini bertujuan untuk mengetahui seberapa besar kontribusi kepemimpinan transformasional terhadap kinerja guru kontribusi disiplin kerja terhadap kinerja guru kontribusi motivasi kerja terhadap kinerja guru dan kontribusi secara bersama terhadap kinerja guru di SMK Kesehatan Bali Dewata Denpasar. Untuk mencapai tujuan tersebut peneliti menggunakan pendekatan *ex-post facto* dengan sampel penelitian 40 orang. Pengumpulan data dengan kuesioner menggunakan skala Likert kemudian dianalisis menggunakan regresi sederhana dan regresi berganda. Berdasarkan penelitian yang telah dilakukan dihasilkan bahwa (1) Adanya kontribusi yang signifikan kepemimpinan transformasional terhadap kinerja guru dengan sumbangan efektif 31,27%, (2) Terdapat kontribusi yang signifikan disiplin kerja terhadap kinerja guru dengan sumbangan efektif sebesar 24,46%, (3) Adanya kontribusi yang signifikan motivasi kerja terhadap kinerja guru dengan sumbangan efektif 29,67%, dan (4) Adanya kontribusi yang signifikan secara bersama-sama kepemimpinan transformasional, disiplin kerja, dan motivasi kerja terhadap kinerja guru yaitu sebesar 85,40%. Berdasarkan hasil penelitian ini dapat disimpulkan bahwa kepemimpinan transformasional, disiplin kerja, dan motivasi kerja berkontribusi yang signifikan terhadap kinerja guru dengan demikian ketiga variabel tersebut dapat dijadikan prediktor terhadap kinerja guru di SMK Kesehatan Bali Dewata Denpasar.

**Kata Kunci:** Kepemimpinan Transformasional; Disiplin Kerja; Motivasi Kerja; Kinerja Guru

**CONTRIBUTIONS OF TRANSFORMATIONAL LEADERSHIP  
WORK DISCIPLINE AND WORK MOTIVATION AGAINST  
TEACHER PERFORMANCE IN SMK KESEHATAN  
BALI DEWATA DENPASAR**

**By**

**I Wayan Cahyadi Adiguna NIM. 1829031016**

***Postgraduate Study Program of Education Administration Program***

***Abstract***

*The purpose of the research to determine of the contribution transformational leadership to teacher performance, the contribution of work discipline to teacher performance, the contribution of work motivation to teacher performance, and joint contributions to teacher performance in SMK Kesehatan Bali Dewata Denpasar. To achieve this goal researchers used an ex post facto approach with a sample of 40 people. Data collection by questionnaire using a Likert scale and then analyzed using simple regression and multiple regression. Based on the research that has been done it is produced that (1) There is a significant contribution of transformational leadership to teacher performance with an effective contribution of 31.27%, (2) There is a significant contribution of work discipline to teacher performance with an effective contribution of 24.46%, (3) There is a significant contribution of work motivation to teacher performance with an effective contribution of 29.67%, and (4) There is a significant contribution together transformational leadership, work discipline, and work motivation on teacher performance that is equal to 85.40%. Based on the results of this study it can be concluded that transformational leadership, work discipline, and work motivation contribute significantly to teacher performance, thus these variables can be used as predictors of teacher performance in SMK Kesehatan Bali Dewata Denpasar.*

*Keywords: Transformational Leadership; Work Discipline; Work Motivation; Teacher Performace*