

DETERMINASI KEPEMIMPINAN TRANSFORMASIONAL, ETOS KERJA DAN KEPUASAN KERJA TERHADAP KINERJA GURU SEKOLAH DASAR GUGUS I KECAMATAN BULELENG

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Abstrak

Permasalahan dalam penelitian ini adalah apakah terdapat determinasi kepemimpinan transformasional, etos kerja dan kepuasan kerja terhadap kinerja guru sekolah dasar Gugus I Kecamatan Buleleng. Tujuan dalam penelitian ini untuk mengetahui besaran determinasi kepemimpinan transformasional, etos kerja dan kepuasan kerja terhadap kinerja guru sekolah dasar Gugus I Kecamatan Buleleng. Penelitian ini adalah penelitian "ex-post facto" dengan besar sampel 43 orang. Data dikumpulkan dengan kuesioner dan dokumen. Analisis data dilakukan dengan teknik regresi sederhana, regresi ganda, dan korelasi parsial. Hasil penelitian menunjukkan bahwa: 1) ada determinasi yang signifikan antara kepemimpinan transformasional terhadap kinerja guru Sekolah Dasar Gugus I Kecamatan Buleleng, dengan koefisien korelasi sebesar 0,678 dan sumbangan efektifnya sebesar 21,34%. 2) ada determinasi yang signifikan antara etos kerja terhadap kinerja guru Sekolah Dasar Gugus I Kecamatan Buleleng, dengan koefisien korelasi sebesar 0,689 dan sumbangan efektifnya sebesar 20,74%. 3) ada determinasi yang signifikan antara kepuasan kerja terhadap kinerja guru Sekolah Dasar Gugus I Kecamatan Buleleng, dengan koefisien korelasi sebesar 0,772 dan sumbangan efektifnya sebesar 34,15%. 4) secara bersama-sama, ada determinasi yang signifikan antara kepemimpinan transformasional, etos kerja, dan kepuasan kerja terhadap kinerja guru Sekolah Dasar Gugus I Kecamatan Buleleng, dengan koefisien korelasi ganda sebesar 0,873 dan determinasinya sebesar 76,2% terhadap kinerja guru Sekolah Dasar Gugus I Kecamatan Buleleng. Dapat disimpulkan terdapat determinasi yang signifikan kepemimpinan transformasional, etos kerja, dan kepuasan kerja terhadap kinerja guru Sekolah Dasar Gugus I Kecamatan Buleleng.

Kata kunci: kepemimpinan transformasional, etos kerja, kepuasan kerja, kinerja guru

Abstract

The problem in this study is whether there is a determination of transformational leadership, work ethic and job satisfaction on the performance of elementary school teachers in Buleleng District. The purpose of this study was to determine the magnitude of the determination of transformational leadership, work ethic and job satisfaction on the performance of elementary school teachers in Buleleng District Cluster I. This research is an "ex-post facto" research with a large sample of 43 people. Data collected by questionnaire and document. Data analysis was performed using simple regression techniques, multiple regression, and partial correlation. The results showed that: 1) there was a significant determination between transformational leadership and the performance of Elementary School Clusters I teachers in Buleleng District, with a correlation coefficient of 0.678 and an effective contribution of 21.34%. 2) there is a significant determination between work ethic on the performance of Elementary School Cluster I Primary School teachers in Buleleng District. with a correlation coefficient of 0.689 and an effective contribution of 20.74%. 3) there is a significant determination between job satisfaction and the performance of Elementary School Cluster I Primary School teachers, with a correlation coefficient of 0.772 and an effective contribution of 34.15%. 4) together, there is a significant determination between transformational leadership, work ethic, and job satisfaction on the performance of Elementary School Cluster I teachers in Buleleng Subdistrict, with a double correlation coefficient of 0.873 and its determination of 76.2% on the performance of Primary School Cluster teachers I Buleleng District. It can be concluded that there is a significant determination of transformational leadership, work ethic, and job satisfaction on the performance of Elementary School Cluster I teachers in Buleleng District.

Keywords: transformational leadership, work ethic, job satisfaction, teacher performance.