

**THE CONTRIBUTION OF HEADMASTER'S SERVAN LEADERSHIP,
ORGANIZATIONAL CULTURE, CLINICAL SUPERVISION, AND
WORK MOTIVATION TO THE JOB SATISFACTION OF TEACHERS
AT SMA NEGERI 1 KUTA**

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ABSTRACT

This study aims to determine the Contribution of Principal Servant Leadership, Organizational Culture, Clinical Supervision And Work Motivation on Teacher Job Satisfaction in senior high school 1 Kuta. A sample of 46 people. Data collected by questionnaire. The results are obtained: First, there is a significant contribution between the Principal Servant Leadership to Teacher Job Satisfaction, with a correlation coefficient of 0.837 and a contribution of 70.00%. Second, there is a significant contribution between Organizational Culture on Teacher Job Satisfaction, with a correlation coefficient of 0.805 and its contribution of 64.80%. Third, there is a significant contribution between Clinical Supervision on Teacher Job Satisfaction with a correlation coefficient of 0,619 and a contribution of 38.40%. Fourth, there is a significant contribution between Work Motivation on Teacher Job Satisfaction with a correlation coefficient of 0,891 and a contribution of 79.40%. Fifth, together, there is a significant contribution among Principal Servant Leadership, Organizational Culture, Clinical Supervision And Work Motivation on Teacher Job Satisfaction with correlation coefficient of 0.915 and its contribution of 83.6% on Teacher Job Satisfaction.

Keywords : principal servant leadership, organizational culture, clinical supervision, work motivation, teacher satisfaction.

KONTRIBUSI KEPEMIMPINAN PELAYAN KEPALA SEKOLAH, BUDAYA ORGANISASI, SUPERVISI KLINIS, DAN MOTIVASI KERJA TERHADAP KEPUASAN KERJA GURU DI SMA NEGERI 1 KUTA

Abstrak

Penelitian ini bertujuan untuk mengetahui kontribusi Kepemimpinan Pelayanan Kepala Sekolah, Budaya Organisasi, Supervisi Klinis dan Motivasi Kerja terhadap Kepuasan Kerja guru di SMA Negeri 1 Kuta. Sampel sebanyak 46 orang. Data dikumpulkan dengan kuesioner. Dengan hasil: *Pertama*, terdapat kontribusi yang signifikan antara Kepemimpinan Pelayan Kepala Sekolah terhadap Kepuasan Kerja Guru, koefisien korelasi 0,837 dan kontribusinya sebesar 70,00%. *Kedua*, terdapat kontribusi yang signifikan antara Budaya Organisasi terhadap Kepuasan Kerja Guru, dengan koefisien korelasi 0,805 dan kontribusinya sebesar 64,80%. *Ketiga*, terdapat kontribusi yang signifikan antara Supervisi Klinis terhadap Kepuasan Kerja Guru dengan koefisien korelasi 0,619 dan kontribusinya sebesar 38,40%. *Keempat*, terdapat kontribusi yang signifikan antara Motivasi Kerja terhadap Kepuasan Kerja Guru dengan koefisien korelasi 0,891 dan kontribusinya sebesar 79,40%. *Kelima*, secara bersama-sama, terdapat kontribusi yang signifikan antara Kepemimpinan Kepala Sekolah, Budaya Organisasi, Supervisi klinis, dan Motivasi Kerja terhadap Kepuasan Kerja Guru dengan koefisien 0,915 dan kontribusinya sebesar 83,6% terhadap Kepuasan Kerja Guru.

Kata kunci: kepemimpinan pelayan kepala sekolah, budaya organisasi, supervisi klinis, motivasi kerja, kepuasan guru.

