

**DETERMINASI KEPEMIMPINAN PELAYAN, MOTIVASI KERJA,  
KEPUASAN KERJA, DAN BUDAYA ORGANISASI TERHADAP  
KINERJA GURU DI SMA NEGERI 1 SUKASADA**

Oleh  
**Dewi Astuti, NIM 1829031027**  
**Program Studi Administrasi Pendidikan**

**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui determinasi kepemimpinan pelayan, motivasi kerja, kepuasan kerja, dan budaya organisasi terhadap kinerja guru di SMA Negeri 1 Sukasada. Penelitian ini adalah penelitian *ex-post facto*. Populasi dalam penelitian ini sebanyak 53 orang dan seluruh populasi digunakan sebagai sampel penelitian. Metode pengumpulan data yang digunakan pada penelitian ini adalah kuesioner. Analisis data yang digunakan pada penelitian ini adalah korelasi product moment, korelasi parsial, regresi ganda. Data dianalisis dengan berbantuan *SPSS 16.0 for Windows*. Hasil penelitian sebagai berikut. (1) terdapat determinasi atau sumbangannya efektif sebesar 13,08%, (2) terdapat determinasi atau sumbangannya efektif sebesar 21,17%, (3) terdapat determinasi atau sumbangannya efektif sebesar 24,26%, (4) terdapat determinasi sumbangannya efektif sebesar 13,69%, dan (5) terdapat determinasi atau sumbangannya secara bersama-sama kepemimpinan pelayan, motivasi kerja, kepuasan kerja dan budaya organisasi terhadap kinerja sebesar 72,20% pada guru di SMA Negeri 1 Sukasada Kabupaten Buleleng.

Kata kunci: kepemimpinan pelayan, motivasi kerja, kepuasan kerja, budaya organisasi, kinerja.

**DETERMINATION OF SERVICE LEADERSHIP, WORK MOTIVATION, JOB  
SATISFACTION, AND ORGANIZATIONAL CULTURE ON TEACHER  
PERFORMANCE AT SMA NEGERI 1 SUKASADA**

By

Dewi Astuti, NIM 1829031027

Educational Administration Study Program

**ABSTRACT**

This study aims to determine the determination of servant leadership, work motivation, job satisfaction, and organizational culture on teacher performance at SMA Negeri 1 Sukasada. This research is an ex-post facto research. The population in this study were 53 people and the entire population was used as the research sample. The data collection method used in this study was a questionnaire. The data analysis used in this research is product moment correlation, partial correlation, and multiple regression. Data were analyzed using SPSS 16.0 for Windows. The research results are as follows. (1) there is a determination or an effective contribution of 13.08%, (2) there is a determination or an effective contribution of 21.17%, (3) there is a determination or an effective contribution of 24.26%, (4) there is a determination of an effective contribution of 13.69%, and (5) there is a joint determination or contribution of servant leadership, work motivation, job satisfaction and organizational culture on performance by 72.20% for teachers at SMA Negeri 1 Sukasada, Buleleng Regency.

Keywords: servant leadership, work motivation, job satisfaction, organizational culture, performance.