

KORELASI TIPE KEPEMIMPINAN KEPALA SEKOLAH DAN BUDAYA SEKOLAH TERHADAP KOMITMEN GURU

Oleh

Ni Putu Widya Oktaviani, NIM 1711031197

Program Studi Pendidikan Guru Sekolah Dasar

ABSTRAK

Komitmen guru dianggap sebagai salah satu komponen yang paling penting bagi sekolah. Adapun beberapa faktor yang dapat mempengaruhi komitmen guru, yaitu tipe kepemimpinan kepala sekolah dan budaya sekolah. Penelitian ini bertujuan untuk mengetahui seberapa kuat hubungan kepemimpinan kepala sekolah dan budaya sekolah terhadap komitmen guru. Rancangan penelitian ini adalah *ex-post facto*. Teknik dalam pengambilan sampel ini menggunakan teknik *sampling total* dengan keseluruhan populasi sebagai subjek terteliti sejumlah 35 guru PNS. Data dikumpulkan menggunakan metode non tes dengan memberikan angket kepada seluruh guru PNS. Uji hipotesis pada penelitian ini dilakukan dengan uji analisis korelasi *product moment* dan uji analisis korelasi ganda setelah semua uji prasyarat terpenuhi. Hasil penelitian ini menunjukkan bahwa terdapat korelasi positif yang signifikan antara tipe kepemimpinan kepala sekolah dan komitmen guru dengan $r_{hitung} = 0,811 \geq r_{tabel} = 0,334$, terdapat korelasi positif yang signifikan antara budaya sekolah dan komitmen guru dengan $r_{hitung} = 0,914 \geq r_{tabel} = 0,334$, serta terdapat korelasi positif yang signifikan tipe kepemimpinan kepala sekolah dan budaya sekolah terhadap komitmen guru dengan taraf signifikan 5% yaitu $F_{hitung} = 81,44 \geq F_{tabel} = 3,925$. Dengan demikian dapat disimpulkan bahwa tipe kepemimpinan kepala sekolah dan budaya sekolah berkorelasi terhadap komitmen guru.

Kata kunci: kepemimpinan, budaya sekolah, komitmen guru

ABSTRACT

Teacher commitment is considered as one of the most important components for schools. There are several factors that can influence teacher commitment, namely the type of principal's leadership and school culture. This study aims to determine how strong the relationship between principals' leadership and school culture is on teacher commitment. The design of this research is ex-post facto. The technique in taking this sample uses a total sampling technique with the entire population as the subject of research as many as 35 PNS teachers. Data were collected using a non-test method by giving a questionnaire to all PNS teachers. Hypothesis testing in this study was carried out by testing product moment correlation analysis and multiple correlation analysis after all prerequisite tests were met. The results of this study indicate that there is a significant positive correlation between the type of principal leadership and teacher commitment with $r_{count} = 0.811$ $r_{table} = 0.334$, there is a significant positive correlation between school culture and teacher commitment with $r_{count} = 0.914$ $r_{table} = 0.334$, and there is a correlation a significant positive of the type of principal's leadership and school culture on teacher commitment with a significant level of 5%, namely $F_{count} = 81.44$ $F_{table} = 3.925$. Thus, it can be concluded that the type of principal's leadership and school culture are correlated with teacher commitment.

Keywords: leadership, school culture, teacher commitment

