

**KONTRIBUSI KEPEMIMPINAN
TRANSFORMASIONAL KEPALA SEKOLAH
DAN KOMITMEN ORGANISASI TERHADAP
KINERJA GURU DI SD GUGUS V ABIANSEMAL
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Oleh

**Ni Made Suastini, NIM 1711031227
Jurusan Pendidikan Dasar**

ABSTRAK

Penelitian ini bertujuan (1) Untuk mengetahui besaran kontribusi kepemimpinan transformasional kepala sekolah terhadap kinerja guru di SD Gugus V Abiansemal, (2) Untuk mengetahui besaran kontribusi komitmen organisasi terhadap kinerja guru di SD Gugus V Abiansemal, (3) Untuk mengetahui besaran kontribusi kepemimpinan transformasional kepala sekolah dan komitmen organisasi terhadap kinerja guru di SD Gugus V Abiansemal. Penelitian ini merupakan penelitian *ex post facto*. Populasi pada penelitian ini adalah seluruh guru PNS di SD Gugus V Abiansemal yang berjumlah 32 orang. Teknik pengambilan sampel pada penelitian ini menggunakan *sampling total*. Sampel dalam penelitian ini 32 orang. Pengumpulan data menggunakan metode *non tes* serta menggunakan instrumen pengumpulan data berupa kuesioner/angket untuk variabel bebas dan pencatatan dokumen untuk variabel terikat pada Guru PNS di SD Gugus V Abiansemal. Uji hipotesis dilakukan dengan teknik analisis regresi linier sederhana dan teknik analisis regresi linier ganda setelah uji prasyarat terpenuhi. Kesimpulan dari penelitian ini adalah (1) terdapat kontribusi yang signifikan kepemimpinan transformasional kepala sekolah terhadap kinerja guru dibuktikan berdasarkan nilai $t_{hitung} = 0,723 > t_{tabel} = 0,361$ dan kontribusi sebesar 52%, (2) terdapat kontribusi yang signifikan komitmen organisasi terhadap kinerja guru dibuktikan berdasarkan nilai $t_{hitung} = 0,735 > t_{tabel} = 0,361$ dan kontribusi sebesar 54%, (3) terdapat kontribusi yang signifikan kepemimpinan transformasional kepala sekolah dan komitmen organisasi terhadap kinerja guru dibuktikan berdasarkan nilai $t_{hitung} = 31,207 > t_{tabel} = 0,361$ dan kontribusi sebesar 68%. Berdasarkan hasil penelitian dapat disimpulkan bahwa kepemimpinan transformasional kepala sekolah dan komitmen organisasi berkontribusi yang signifikan terhadap kinerja guru.

Kata kunci: Kepemimpinan Transformasional, Komitmen Organisasi,
Kinerja Guru

Abstract

This study aims (1) to determine the amount of the headmaster transformational leadership contribution to teacher performance at SD Gugus V Abiansemal, (2) to determine the amount of contribution of organizational commitment to teacher performance at SD Gugus V Abiansemal, (3) to determine the amount of contribution of transformational leadership headmaster and organizational commitment to teacher performance at SD Gugus V Abiansemal. This research is an ex post facto research. The population in this study were as straight as civil servant teacher in SD Gugus V Abiansemal, totaling 32 people. The sampling technique used in this study was total sampling. The sample in this study was 32 people. Collecting data using non test methods and using data collection instruments in the form of questionnaires for independent variables and document recording for dependent variables on civil servant teacher in SD Gugus V Abiansemal. Hypothesis testing is carried out using simple linear regression analysis techniques and multiple linear regression analysis techniques after the prerequisite test is met. The conclusions of this study are (1) there is a significant contribution of the headmaster transformational leadership to teacher performance as evidenced by the value of $r_{count} = 0.723 > r_{table} = 0.361$ and a contribution of 52%, (2) there is a significant contribution of organizational commitment to teacher performance as evidenced by value $r_{count} = 0.735 > r_{table} = 0.361$ and a contribution of 54%, (3) there is a significant contribution of commitment to teacher performance as evidenced by the value of $r_{count} = 31.207 > r_{table} = 0.361$ and a contribution of 68%. Based on the results of the study, it can be concluded that the headmaster transformational leadership and organizational commitment have a significant contribution to teacher performance.

Keywords: *Transformational Leadership, Organizational Commitment, Teacher Performance*

