

**KORELASI TIPE KEPEMIMPINAN DEMOKRATIS KEPALA
SEKOLAH DAN MOTIVASI BERPRESTASI DENGAN
KINERJA GURU DI SD GUGUS
I GUSTI NGURAH RAI
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ABSTRAK

Tingginya sifat demokratis kepala sekolah dan motivasi berprestasi guru menyebabkan kinerja guru makin optimal. Penelitian ini bertujuan untuk mengetahui korelasi tipe kepemimpinan demokratis kepala sekolah dan motivasi berprestasi dengan kinerja guru sekolah dasar. Penelitian ini merupakan penelitian *ex post facto*. Sampel ditetapkan dari populasi menggunakan teknik sampling total, sampel pada penelitian ini sebanyak 47 guru PNS. Metode pengumpulan data dalam penelitian ini menggunakan metode non tes. Metode analisis data dilakukan dengan uji regresi sederhana dan uji regresi berganda. Hasil penelitian menunjukkan bahwa 1) terdapat korelasi yang signifikan tipe kepemimpinan demokratis dengan kinerja guru dengan $F_{reg} = 14,74 > F_{tabel} = 4,06$ (2) terdapat korelasi yang signifikan motivasi berprestasi dengan kinerja guru dengan $F_{reg} = 15,92 > F_{tabel} = 4,06$ dan (3) terdapat korelasi yang signifikan secara bersama-sama tipe kepemimpinan demokratis dan motivasi berprestasi dengan kinerja guru dengan $F_{reg} = 6,02 > F_{tabel} = 3,21$. Sehingga kinerja guru yang optimal didasarkan kepemimpinan demokratis kepala sekolah dan motivasi berprestasi yang saling mendukung.

Kata kunci: Kepemimpinan Demokratis, Motivasi Berprestasi, Kinerja

ABSTRACT

The high democratic nature of the principal and the teacher's achievement motivation causes the teacher's performance to be more optimal. This study aims to determine the correlation between the type of democratic leadership of the principal and achievement motivation with the performance of elementary school teachers. This research is an ex post facto research. The sample was determined from the population using a total sampling technique, the sample in this study was 47 PNS teachers. The data collection method in this study used a non-test method. The method of data analysis was done by simple regression test and multiple regression test. The results showed that 1) there was a significant correlation between the type of democratic leadership and teacher performance with $F_{reg} = 14.74 > F_{table} = 4.06$ (2) there was a significant correlation between achievement motivation and teacher performance with $F_{reg} = 15.92 > F_{table} = 4,06$ and (3) there is a jointly significant correlation of democratic leadership type and achievement motivation with teacher performance with $F_{reg} = 6,02 > F_{table} = 3,21$. So that optimal teacher performance is based on the democratic leadership of the principal and mutually supportive achievement motivation.

Keywords: Democratic Leadership, Achievement Motivation, Performance

