

**KORELASI TIPE KEPEMIMPINAN KEPALA SEKOLAH DAN  
MOTIVASI KERJA TERHADAP KOMITMEN GURU SEKOLAH DASAR  
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**ABSTRAK**

Menurunnya komitmen guru selama kegiatan belajar mengajar dan dalam menjalankan tugas dan tanggung jawabnya menjadi masalah yang harus diperhatikan. Terdapat faktor yang memengaruhi, di antaranya adalah tipe kepemimpinan kepala sekolah dan motivasi kerja. Penelitian ini bertujuan untuk menganalisis apakah terdapat korelasi tipe kepemimpinan kepala sekolah dan motivasi kerja terhadap komitmen guru sekolah dasar di Gugus Ir. Soekarno. Penelitian ini merupakan penelitian *ex post facto*. Penelitian ini dilaksanakan di seluruh SD Gugus Ir. Soekarno. Keseluruhan populasi sebagai subyek terteliti sejumlah 30 guru PNS. Sampel ditetapkan menggunakan teknik sampling total. Metode pengumpulan data dalam penelitian ini menggunakan metode non tes. Data tipe kepemimpinan kepala sekolah, motivasi kerja, dan komitmen guru diperoleh melalui penyebaran angket. Uji hipotesis dilakukan dengan uji analisis korelasi *product moment* dan uji analisis korelasi ganda. Hasil penelitian menunjukkan bahwa terdapat korelasi yang signifikan tipe kepemimpinan kepala sekolah terhadap komitmen guru dengan nilai  $r$  hitung =  $0,80 \geq r$  tabel =  $0,361$ , terdapat korelasi yang signifikan motivasi kerja terhadap komitmen guru dengan nilai  $r$  hitung =  $0,864 \geq r$  tabel =  $0,361$ , serta terdapat korelasi yang signifikan tipe kepemimpinan kepala sekolah dan motivasi kerja terhadap komitmen guru dengan taraf signifikan 5%, yaitu  $F$ hitung =  $54,02 \geq F$ tabel =  $3,35$ . Dengan demikian dapat disimpulkan bahwa tipe kepemimpinan kepala sekolah dan motivasi kerja berkorelasi terhadap komitmen guru. Apabila kepala sekolah sudah mampu menggunakan tipe kepemimpinan yang baik dan diimbangi dengan motivasi kerja, maka dapat diyakini komitmen guru akan dapat meningkat dan memberikan dampak yang sangat positif terhadap sekolah.

**Kata kunci:** tipe kepemimpinan, motivasi kerja, komitmen

## **ABSTRACT**

*The decrease in teacher commitment during teaching and learning activities and in carrying out their duties and responsibilities is a problem that must be considered. There are influencing factors, including the type of principal's leadership and work motivation. This study aims to analyze whether there is a correlation between the type of principal's leadership and work motivation on the commitment of primary school teachers in the Ir Cluster. Sukarno. This research is an ex post facto research. This research was conducted in all SD Cluster Ir. Sukarno. The entire population as the subjects studied were 30 PNS teachers. The sample was determined using a total sampling technique. The data collection method in this study used a non-test method. Data on the type of principal's leadership, work motivation, and teacher commitment were obtained through the distribution of questionnaires. Hypothesis testing is done by testing the product moment correlation analysis and multiple correlation analysis tests. The results showed that there was a significant correlation between the type of principal's leadership on teacher commitment with a value of  $r_{count} = 0.80$   $r_{table} = 0.361$ , there was a significant correlation between work motivation and teacher commitment with a value of  $r_{count} = 0.864$   $r_{table} = 0.361$ , and there is a significant correlation between the type of principal's leadership and work motivation on teacher commitment with a significant level of 5%, namely  $F_{count} = 54.02$   $F_{table} = 3.35$ . Thus, it can be concluded that the type of principal's leadership and work motivation are correlated with teacher commitment. If the principal is able to use a good type of leadership and balanced with work motivation, it can be believed that teacher commitment will be able to increase and have a very positive impact on the school.*

*Keywords:* leadership type, work motivation, commitment

