

**KONTRIBUSI GAYA KEPEMIMPINAN TRANSFORMASIONAL
KEPALA SEKOLAH DAN MOTIVASI KERJA
TERHADAP KINERJA GURU DI SD GUGUS V
KECAMATAN ABIANSEMAL
TAHUN AJARAN 2020/ 2021**

Oleh

Ni Made Heny Mulyani, NIM 1711031080

Jurusan Pendidikan Dasar

ABSTRAK

Cara mengukur keberhasilan kerja guru serta hasil kerja guru yaitu dengan melihat kinerja guru. Faktor yang mempengaruhi kinerja guru yaitu gaya kepemimpinan transformasional kepala sekolah dan motivasi kerja. Penelitian ini bertujuan untuk mengetahui besarnya kontribusi gaya kepemimpinan transformasional kepala sekolah terhadap kinerja guru di SD Gugus V Kecamatan Abiansemal, besarnya kontribusi motivasi kerja terhadap kinerja guru di SD Gugus V Kecamatan Abiansemal, dan besarnya kontribusi gaya kepemimpinan transformasional kepala sekolah dan motivasi kerja terhadap kinerja guru di SD Gugus V Kecamatan Abiansemal. Penelitian ini merupakan penelitian *ex post facto*. Populasi dari penelitian ini sebanyak 32 orang guru. Sampel ditetapkan dari populasi menggunakan teknik *sampling total*. Banyak sampel pada penelitian ini adalah 32 orang guru. Metode pengumpulan data dalam penelitian ini menggunakan metode non tes yang diperoleh melalui penyebaran kuesioner untuk variabel gaya kepemimpinan transformasional kepala sekolah dan motivasi kerja dan pencatatan dokumen untuk variabel kinerja guru. Uji hipotesis dilakukan dengan teknik analisis regresi linier sederhana dan teknik analisis regresi linier ganda setelah semua uji prasyarat terpenuhi. Berdasarkan hasil analisis yang telah dilakukan, maka dapat disimpulkan bahwa, terdapat kontribusi yang signifikan gaya kepemimpinan transformasional kepala sekolah terhadap kinerja guru sebesar 33,51%, selanjutnya terdapat kontribusi motivasi kerja terhadap kinerja guru di SD Gugus V Kecamatan Abiansemal sebesar 35,51%, dan terdapat kontribusi gaya kepemimpinan transformasional kepala sekolah dan motivasi kerja terhadap kinerja guru di SD Gugus V Kecamatan Abiansemal sebesar 69,02%.

Kata kunci: gaya kepemimpinan, motivasi kerja, kinerja

ABSTRAK

The procedure to measure the success of the teacher's work and the work of the teacher can be seen from the teacher performance. Factors that affect teacher performance are work motivation and the principal's transformational leadership style. This study aims to determine the magnitude of the contribution of the principal's transformational leadership style to teacher performance in SD Gugus V Kecamatan Abiansemal, the magnitude of the contribution of work motivation toward teacher performance in SD Gugus V Kecamatan Abiansemal, and the magnitude of the contribution of the principal's transformational leadership style to teacher performance and work motivation toward teacher performance in SD Gugus V Kecamatan Abiansemal. This research is an ex post facto research. The populations of this study were 32 teachers. Samples set from the population using total sampling technique. The samples of this study were 32 teachers. The data in this study were collected using non-test method which obtained through distributing questionnaires for the principal's transformational leadership style variables and work motivation and recording documents for teacher performance variables. Hypothesis testing is performed using simple linear regression analysis techniques and multiple linear regression analysis techniques after all the prerequisite tests are met. Based on the data analysis result, it can be concluded that, there are significant contribution from the principal's transformational leadership style toward teacher performance by 33.51%, furthermore there are work motivation contribution toward teacher performance in SD Gugus V Kecamatan Abiansemal by 35.51%, and there are contribution from the principle's transformational leadership style and work motivation toward teacher performance in SD Gugus V Kecamatan Abiansemal by 69.02%.

Keywords: leadership style, work motivation, performance