

ABSTRAK

Suyanti, Sri (2021), *Kontribusi kepemimpinan kepala sekolah, iklim kerja sekolah, kepuasan kerja, dan komitmen kerja terhadap kinerja guru Canggus Community School Bali*, Tesis, Administrasi Pendidikan, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata kunci: kepemimpinan, iklim, kepuasan, komitmen, kinerja guru.

Tujuan dari penelitian ini yaitu mengetahui dan menganalisis besaran kontribusi kepemimpinan kepala sekolah, iklim kerja sekolah, kepuasan kerja guru, dan komitmen kerja guru baik secara sendiri-sendiri maupun bersama-sama terhadap kinerja guru Canggus Community School Bali. Penelitian dengan rancangan *ex-post facto* ini melibatkan 40 orang guru WNI di Canggus Community School Bali. Teknik pengumpulan data dengan kuesioner tertutup yang berisi rangkaian pernyataan berisi lima kemungkinan jawaban. Sedangkan teknik statistik deskriptif, regresi sederhana, dan regresi ganda digunakan untuk menganalisis data hasil penelitian. Kontribusi yang signifikan antar variabel baik secara terpisah maupun secara bersamaan ditemukan dari hasil analisis yang dilakukan, yaitu meliputi: (1) kepemimpinan kepala sekolah berkontribusi secara signifikan terhadap kinerja guru Canggus Community School Bali dengan nilai koefisien korelasi *product moment* sebesar 0,520, koefisien korelasi parsial sebesar 0,378, dan kontribusi sebesar 19,34%, (2) iklim kerja sekolah berkontribusi secara signifikan terhadap kinerja guru Canggus Community School Bali dengan nilai koefisien korelasi *product moment* sebesar 0,418, koefisien korelasi parsial sebesar 0,231 dan kontribusi sebesar 8,11%, (3) kepuasan kerja guru berkontribusi secara signifikan terhadap kinerja guru Canggus Community School Bali dengan nilai koefisien korelasi *product moment* sebesar 0,336, koefisien korelasi parsial sebesar 0,315 dan kontribusi sebesar 9,27%, (4) komitmen kerja guru berkontribusi secara signifikan terhadap kinerja guru Canggus Community School Bali dengan nilai koefisien korelasi *product moment* sebesar 0,504, koefisien korelasi parsial sebesar 0,198 dan kontribusi sebesar 9,37%, (5) kepemimpinan kepala sekolah, iklim kerja sekolah, kepuasan kerja guru, dan komitmen kerja guru secara bersama-sama berkontribusi secara signifikan terhadap kinerja guru Canggus Community School Bali dengan nilai koefisien korelasi ganda sebesar 0,679 dan kontribusi sebesar 46,1%. Berdasarkan hasil penelitian tersebut, kepemimpinan kepala sekolah, iklim kerja sekolah, kepuasan kerja guru, dan komitmen kerja guru berkontribusi secara signifikan terhadap kinerja guru Canggus Community School Bali. Dengan demikian, kinerja guru Canggus Community School Bali dipengaruhi oleh keempat variabel di atas.

ABSTRACT

Suyanti, Sri (2021), *Contribution of principal leadership, school work climate, job satisfaction, and work commitment to teacher performance at Canggu Community School Bali*, Thesis, Educational Administration, Postgraduate, Ganesha University of Education.

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Keywords: leadership, climate, satisfaction, commitment, teacher performance.

The purpose of this study is to find out and analyze the contribution of the principal's leadership, school work climate, teacher job satisfaction, and teacher work commitment both individually and collectively to the performance of Canggu Community School Bali teachers. This ex-post facto research design involved 40 Indonesian teachers at Canggu Community School Bali. The data collection technique is a closed questionnaire containing a series of statements with five possible answers. Meanwhile, descriptive statistical techniques, simple regression, and multiple regressions were used to analyze the research data. Significant contributions between variables both separately and simultaneously were found from the results of the analysis carried out, which included: (1) the principal's leadership contributed significantly to the performance of Canggu Community School Bali teachers with a product moment correlation coefficient of 0.520, a partial correlation coefficient of 0.378 and a contribution of 19.34%, (2) the school work climate contributes significantly to the performance of Canggu Community School Bali teachers with a product moment correlation coefficient of 0.418, a partial correlation coefficient of 0.231 and a contribution of 8.11%, (3) teacher job satisfaction contributes significantly to the performance of Canggu Community School Bali teachers with a product moment correlation coefficient of 0.336, a partial correlation coefficient of 0.315 and a contribution of 9.27%, (4) teacher work commitment contributes significantly to the performance of Canggu Community School Bali teachers with a product moment correlation coefficient of 0.504, a partial correlation coefficient of 0.198 and a contribution of 9.37%, (5) collectively, principal leadership, school work climate, teacher job satisfaction, and teacher work commitment contribute significantly to the performance of Canggu Community School Bali teachers with a correlation coefficient of 0.679 and a contribution of 46.1%. Based on the results of the study, the principal's leadership, school work climate, teacher job satisfaction, and teacher work commitment contributed significantly to the performance of Canggu Community School Bali teachers. Thus, the performance of Canggu Community School Bali teachers is influenced by the four variables above.