

ABSTRAK

Wulandari, Thalia Silvi (2022), Kontribusi kepemimpinan pelayan, klim kerja, motivasi kerja, kepuasan kerja terhadap disiplin kerja guru di SMA Negeri Kecamatan Kuta Utara Kabupaten Badung.

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Kata-kata kunci: Kepemimpinan Pelayan, Iklim Kerja, Motivasi Kerja, Kepuasan Kerja, Disiplin Kerja Guru.

Penelitian ini bertujuan untuk mengetahui: (1) besaran kontribusi kepemimpinan pelayan terhadap disiplin kerja guru, (2) besaran kontribusi iklim kerja terhadap disiplin kerja guru, (3) besaran kontribusi motivasi kerja terhadap disiplin kerja guru, (4) besaran kontribusi kepuasan kerja terhadap disiplin kerja guru, (5) besaran kontribusi kepemimpinan pelayan, iklim kerja, motivasi kerja, dan kepuasan kerja secara bersama-sama terhadap disiplin kerja guru di SMA Negeri Kecamatan Kuta Utara Kabupaten Badung. Populasi dalam penelitian ini sebanyak 85 orang guru, dengan jumlah sampel sebesar 85 guru. Penelitian ini menggunakan rancangan *ex-post facto*. Data dikumpulkan dengan kuesioner menggunakan model skala Likert. Teknik analisis data yang digunakan adalah analisis statistik deskriptif, korelasi sederhana, korelasi parsial, korelasi ganda, regresi ganda. Hasil analisis menunjukkan bahwa 1) terdapat korelasi positif dan signifikan antara kepemimpinan pelayan dan disiplin kerja dengan koefisien korelasi product moment sebesar 0,332 (r_{yx1}), koefisien korelasi parsial sebesar 0,301 ($r_{y,x1-x2,3,4}$) dan kontribusi kepemimpinan pelayan terhadap disiplin kerja sebesar 7,60%, 2) terdapat korelasi positif dan signifikan antara iklim kerja dan disiplin kerja dengan koefisien korelasi product moment sebesar 0,469 (r_{yx2}), koefisien korelasi parsial sebesar 0,466 ($r_{y,x2-x1,3,4}$) dan kontribusi iklim kerja terhadap disiplin kerja sebesar 17,97%, 3) terdapat korelasi positif namun tidak signifikan antara motivasi kerja dan disiplin kerja dengan koefisien korelasi product moment sebesar 0,256 (r_{yx3}), koefisien korelasi parsial sebesar 0,194 ($r_{y,x3-x1,2,4}$) dan kontribusi motivasi kerja terhadap disiplin kerja sebesar 3,70%, 4) terdapat korelasi positif dan signifikan antara kepuasan kerja dan disiplin kerja dengan koefisien korelasi product moment sebesar 0,502 (r_{yx4}), koefisien korelasi parsial sebesar 0,471 ($r_{y,x4-x1,2,3}$) dan kontribusi kepuasan kerja terhadap disiplin kerja sebesar 19,73%, dan 5) secara simultan terdapat korelasi positif dan signifikan antara kepemimpinan pelayan, iklim kerja, motivasi kerja, kepuasan kerja dan disiplin kerja dengan koefisien korelasi ganda Ry.1234 sebesar 0,700 dan kontribusi secara simultan kepemimpinan pelayan, iklim kerja, motivasi kerja, kepuasan kerja dan disiplin kerja sebesar 49,00%.

ABSTRACT

Wulandari, Thalia Silvi (2022), The contribution of servant leadership, work climate, work motivation, job satisfaction towards the work discipline of teachers at public high schools n the sub-district of Kuta Utara, Badung Regency.

Thesis, Educational Administration, Post Graduate Study Program, Ganesha University of Education.

This thesis has been supervised and approved by Supervisor I: Prof. Dr. Anak Agung Gede Agung, M.Pd. and Supervisor II: Dr. Putu Wisna Ariawan, M.Si.

Keywords: Servant Leadership, Work Climate, Work Motivation, Job Satisfaction, Teacher's work Discipline

This study aimed to identify: (1) the contribution of servant leadership towards teachers' work discipline, (2) the contribution of work climate towards teachers' work discipline, (3) the contribution of work motivation towards teachers' work discipline, (4) the contribution of job satisfaction towards teachers' work discipline, (5) the contribution of servant leadership, work climate, work motivation, job satisfaction simultaneously towards the work discipline of teachers at public high schools in the sub-district of Kuta Utara, Badung regency. The population in this study was 85 teachers, with a total sample of 85 teachers. This study is classified as ex-post-facto with descriptive statistics analysis, simple correlation, partial correlation, multiple correlation, and multiple regression data analysis design. The data for this study were collected by using the Five-point Likert scale questionnaire model. The results show that: 1) There is a positive and significant correlation between servant leadership and work discipline with 0,332 (r_{yx1}) product moment coefficient correlation, 0,301 ($r_{y,x1-x2,3,4}$) partial correlation coefficient, and 7,60% contribution of servant leadership towards work discipline, 2) There is a positive and significant correlation between work climate and work discipline with 0,469 (r_{yx2}) product moment coefficient correlation, 0,466 ($r_{y,x2-x1,3,4}$) partial correlation coefficient, and 17,97% contribution of work climate towards work discipline, 3) There is a positive, but insignificant correlation between work motivation and work discipline with 0,256 (r_{yx3}) product moment coefficient correlation, 0,194 ($r_{y,x3-x1,2,4}$) partial correlation coefficient, and 3,70% contribution of work motivation towards work discipline, 4) There is a positive and significant correlation between job satisfaction and work discipline with 0,502 (r_{yx4}) product moment coefficient correlation, 0,471 ($r_{y,x4-x1,2,3}$) partial correlation coefficient, and 19,73%, contribution of job satisfaction towards work discipline, and 5) There is a positive and significant correlation of servant leadership, work climate, work motivation, job satisfaction and work discipline with Ry.1234 multiple correlation coefficient of 0,700 and there is a contribution of servant leadership, work climate, work motivation, job satisfaction and work discipline simultaneously by 49,00%.