

ABSTRAK

Trisna, I Nyoman Pradnyana Bayu (2022), Kontribusi kepemimpinan *Laissez-faire*, sarana dan prasarana, kepuasan kerja, dan ketahanmalangan terhadap komitmen organisasional guru sekolah dasar di Kabupaten Mimika, Papua.

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Kata-kata kunci: komitmen organisasional, kepemimpinan *Laissez-faire*, sarana dan prasarana, kepuasan kerja, ketahanmalangan

Penelitian ini bertujuan untuk mengetahui kontribusi kepemimpinan *Laissez-Faire*, sarana dan prasarana, kepuasan kerja, dan ketahanmalangan terhadap komitmen organisasional guru. Sampel penelitian ini adalah 76 guru sekolah dasar di Kabupaten Mimika, Papua. Penelitian ini menggunakan rancangan *ex post facto* dengan menggunakan teknik analisis data statistik deskriptif, korelasi sederhana, korelasi parsial, korelasi ganda, dan regresi berganda. Hasil penelitian menunjukkan bahwa: 1) Terdapat korelasi negatif dan signifikan antara kepemimpinan *Laissez-faire* dan komitmen organisasional dengan koefisien korelasi *product moment* sebesar 0,294 (r_{yx1}), koefisien korelasi parsial sebesar 0,192 ($r_{y,x1-x2,3,4}$) dan kontribusi kepemimpinan *Laissez-faire* terhadap komitmen organisasional sebesar 6,14%, 2) Terdapat korelasi positif dan signifikan antara sarana dan prasarana dan komitmen organisasional dengan koefisien korelasi *product moment* sebesar 0,605 (r_{yx2}), koefisien korelasi parsial sebesar 0,412 ($r_{y,x2-x1,3,4}$) dan kontribusi sarana dan prasarana terhadap komitmen organisasional sebesar 27,00%, 3) Terdapat korelasi negatif dan signifikan antara kepuasan kerja dan komitmen organisasional dengan koefisien korelasi *product moment* sebesar 0,558 (r_{yx3}), koefisien korelasi parsial sebesar 0,325 ($r_{y,x3-x1,2,4}$) dan kontribusi kepuasan kerja terhadap komitmen organisasional sebesar 11,00%, 4) Terdapat korelasi negatif dan tidak signifikan antara ketahanmalangan dan komitmen organisasional dengan koefisien korelasi *product moment* sebesar 0,241 (r_{yx4}), koefisien korelasi parsial sebesar 0,190 ($r_{y,x4-x1,2,3}$) dan kontribusi ketahanmalangan terhadap komitmen organisasional sebesar 1,73% 5) Secara simultan terdapat korelasi positif dan signifikan antara kepemimpinan *Laissez-faire*, sarana dan prasarana, kepuasan kerja, ketahanmalangan dan komitmen organisasional dengan koefisien korelasi ganda $R_{y,1234}$ sebesar 0,677 dan kontribusi secara simultan kepemimpinan *Laissez-faire*, sarana dan prasarana, kepuasan kerja, ketahanmalangan dan komitmen organisasional sebesar 45,9%.

ABSTRACT

Trisna, I Nyoman Pradnyana Bayu (2022), The Contribution of *Laissez-Faire* Leadership, School Facilities, Job Satisfaction, and Adversity Quotient towards the Organizational Commitment of Elementary School Teachers in the Regency of Mimika, Papua

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Keywords: Organizational commitment, *Laissez-Faire* leadership, school facilities, job satisfaction, adversity quotient.

This research aims to determine the contribution of *Laissez-Faire* leadership, school facilities, job satisfaction, and adversity quotient towards teachers' organizational commitment. The sample of this study was 76 primary school teachers in the regency of Mimika, Papua province. This study is classified as ex-post-facto with descriptive statistics analysis, simple correlation, partial correlation, multiple correlation, and multiple regression data analysis design. Data collection for this study was conducted by using the Five-point Likert scale questionnaire model. The results of the study show that: 1) There is a negative and significant correlation between *Laissez-Faire* leadership and organizational commitment with 0,294 (r_{yx1}) product moment coefficient correlation, 0,192 ($r_{y,x1-x2,3,4}$) partial correlation coefficient, and 6,14% contribution of *Laissez-Faire* leadership towards organizational commitment, 2) There is a positive and significant correlation between school facilities and organizational commitment with 0,605 (r_{yx2}) product moment coefficient correlation, 0,412 ($r_{y,x2-x,3,4}$) partial correlation coefficient, and 27,00% contribution of school facilities towards organizational commitment, 3) There is a negative and significant correlation between job satisfaction and organizational commitment with 0,558 (r_{yx3}) product moment coefficient correlation, 0,325 ($r_{y,x3-x1,2,4}$) partial correlation coefficient, and 11,00%, contribution of job satisfaction towards organizational commitment, 4) There is a negative and insignificant correlation between adversity quotient and organizational commitment with 0,241 (r_{yx4}) product moment coefficient correlation, 0,190 ($r_{y,x4-x1,2,3}$) partial correlation coefficient, and 1,73%, contribution of adversity quotient towards organizational commitment, 5) There is a positive and significant correlation of *Laissez-Faire* leadership, school facilities, job satisfaction, adversity quotient, and organizational commitment with $R_{y,1234}$ multiple correlation coefficient of 0,677 and there is a contribution of *Laissez-Faire* leadership, school facilities, job satisfaction, adversity quotient, and organizational commitment simultaneously by 45,9%.