

ABSTRACT

THE INFLUENCE OF PRINCIPAL LEADERSHIP, ORGANIZATION CLIMATE AND WORKING MOTIVATION TOWARD JUNIOR HIGH SCHOOL TEACHER'S PERFORMANCE IN TANGGAMUS REGENCY

By

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This research aims to identify and examine the influence of the leadership of headmaster on teacher performance, organizational climate on teacher performance, motivation to work on teacher performance, leadership headmaster on work motivation, organizational climate on work motivation, leadership headmaster on teacher performance through motivation to work, organizational climate of school on teacher performance through work motivation, leadership and working climate headmaster of the performance of teachers, headmaster leadership and working climate on work motivation.

This study uses a quantitative approach to data collection techniques in the form of a questionnaire scale of 4 (four). to test the hypothesis used path analysis (parth analisys). The population numbered 107 people, with a sample of 84 people, in the sampling used stratified proportional random sampling (random).

The results of this study indicate that there are significant leadership of headmaster on teacher performance that is equal to 0.206, there is the influence of organizational climate on teacher performance is 0,504, there is the influence motivation to work on teacher performance, there is the influence of the leadership of headmaster of the motivation to work in the amount of 0.763, there are significant organizational climate on work motivation is 0.192, there is the influence of organizational climate on teacher performance through motivation to work in the amount of 0.381, there is the influence of the leadership of headmaster and organizational climate on the performance that is equal to 0.353, there is the influence of leadership and organizational climate on work motivation that is equal to 0.406.

Key words: teacher performance, leadership, organizational climate and work motivation.

ABSTRAK

PENGARUH KEPEMIMPINAN KEPALA MADRASAH, IKLIM ORGANISASI DAN MOTIVASI KERJA TERHADAP KINERJA GURU MTsN DI KABUPATEN TANGGAMUS

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Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh kepemimpinan kepala madrasah terhadap kinerja guru, iklim organisasi terhadap kinerja guru, motivasi kerja terhadap kinerja guru, kepemimpinan kepala madrasah terhadap motivasi kerja, iklim organisasi terhadap motivasi kerja, kepemimpinan kepala madrasah terhadap kinerja guru melalui motivasi kerja, iklim organisasi sekolah terhadap kinerja guru melalui motivasi kerja, kepemimpinan kepala madrasah dan iklim kerja terhadap kinerja guru, kepemimpinan kepala madrasah dan iklim kerja terhadap motivasi kerja.

Pendekatan yang digunakan dalam penelitian ini adalah pendekatan kuantitatif dengan teknik pengumpulan data berupa angket berskala 4 (empat). Untuk menguji hipotesis digunakan analisis jalur (path analysis). Populasi dalam penelitian berjumlah 107 orang, dengan sampel 84 orang, dalam pengambilan sampel digunakan stratified proportional random sampling (acak).

Hasil penelitian ini menunjukkan bahwa terdapat pengaruh kepemimpinan kepala madrasah terhadap kinerja guru yaitu sebesar 0,206, terdapat pengaruh iklim organisasi terhadap kinerja guru yaitu sebesar 0,504, terdapat pengaruh motivasi kerja terhadap kinerja guru yaitu 0,301 sebesar , terdapat pengaruh kepemimpinan kepala madrasah terhadap motivasi kerja yaitu sebesar 0,763, terdapat pengaruh iklim organisasi terhadap motivasi kerja yaitu sebesar 0,192, terdapat pengaruh kepemimpinan kepala madrasah terhadap kinerja guru melalui motivasi kerja yaitu sebesar 0,381, terdapat pengaruh iklim organisasi terhadap kinerja guru melalui motivasi kerja yaitu sebesar 0,301, terdapat pengaruh kepemimpinan kepala madrasah dan iklim organisasi terhadap kinerja yaitu sebesar 0,353, terdapat pengaruh kepemimpinan dan iklim organisasi terhadap motivasi kerja yaitu sebesar 0,406.

Kata kunci: kinerja guru, kepemimpinan, iklim organisasi dan motivasi kerja.