ABSTRACT

THE INFLUENCE OF CLIMATE ORGANIZATION, CONFLICT MANAGEMENT AND INTERPERSONAL COMMUNICATION OF SCHOOL PRINCIPAL TO THE PRIVATE SMP/MTS TEACHERS COMMITMENT IN SUB-DISTRICT BANDAR MATARAM

By

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The purpose of this study is to describe and analyze the effect of 1) organizational climate to teachers commitment, 2) conflict management to teachers commitment, 3) interpersonal communication of school principals to teachers commitment, 4) organizational climate, conflict management, and interpersonal communication of school principals jointly equal to the private SMP/MTS teachers commitment in District Bandar Mataram.

This research is a quantitative non-experimental design and the method used is a survey method with the principle of ex post facto. Samples using Slovin formula, as many as 75 people from the 250 teachers who teach in SMP / MTS Private in District Bandar Mataram. Data were obtained through questionnaires and documentation, then analyzed using correlational and regression techniques either simple or double. Hypothesis testing is performed with multiple regression and correlation that had previously been tested for normality and homogeneity.

The results of the study as follows: 1) There is a positive and significant effect between organizational climate on teachers commitment of 24.5%, 2) There is a positive and significant effect between conflict management to teachers commitment of 16.9%, 3) There is a positive and significant effect between interpersonal communication principals to teachers' commitment of 16.8%, 4) There is a positive and significant effect between organizational climate, conflict management and interpersonal communication principals to the private SMP/MTS teachers commitment in District Bandar Mataram of 36.7%, 5) the variables that have the greatest contribution to the commitment of teachers is the organizational climate.

Keywords: Organizational climate, Conflict management, Interpersonal communication, Commitment.