

ABSTRAK

PENGARUH KEPEMIMPINAN KEPALA SEKOLAH, BUDAYA SEKOLAH DAN KOMITMEN GURU TERHADAP KINERJA GURU DI SMP NEGERI KECAMATAN KOTABUMI UTARA

Oleh

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Tujuan penelitian ini adalah untuk mengetahui (1) pengaruh kepemimpinan kepala sekolah terhadap kinerja guru; (2) pengaruh budaya sekolah terhadap kinerja guru; (3) pengaruh komitmen guru terhadap kinerja guru; dan (4) pengaruh kepemimpinan kepala sekolah, budaya sekolah dan komitmen guru terhadap kinerja guru. Penelitian ini merupakan penelitian dengan pendekatan kuantitatif dan menggunakan jenis *expost facto*, dengan mengambil sampel 70 guru. Pengumpulan data dilakukan dengan menggunakan kuesioner. Analisis data menggunakan analisis regresi berganda. Hasil penelitian ini menunjukkan bahwa (1) terdapat pengaruh positif dan signifikan kepemimpinan kepala sekolah terhadap kinerja guru; (2) terdapat pengaruh positif dan signifikan budaya sekolah terhadap kinerja guru; (3) terdapat pengaruh positif dan signifikan komitmen guru terhadap kinerja guru; (4) terdapat pengaruh positif dan signifikan kepemimpinan kepala sekolah, budaya sekolah, dan komitmen guru terhadap kinerja guru.

Kata kunci: kepemimpinan kepala sekolah, budaya sekolah, komitmen guru, kinerja guru

ABSTRACT

THE INFLUENCE OF PRINCIPAL'S LEADERSHIP, SCHOOL CULTURE AND TEACHER COMMITMENT ON TEACHER PERFORMANCE AT JUNIOR HIGH SCHOOLS IN NORTH KOTABUMI

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The purpose of this research is to find out: 1) the influence of principal's leadership on teacher performance; 2) the influence of school culture on teacher performance; 3) the influence of teacher commitment on teacher performance; 4) the influence of principal's leadership, school culture, and teacher commitment on teacher performance. This study used quantitative research using *ex post facto*, with a sample of 70 teachers. Data collection was done using questionnaire. The collected data were analyzed using multiple regression. The results of this research show that 1) there is positive and significant influence of principal's leadership on teacher performance; 2) there is positive and significant influence of school culture on teacher performance; 3) there is positive and significant influence of teacher commitment on teacher performance; 4) there is positive and significant influence of principal's leadership, school culture, and teacher commitment on teacher performance at junior high schools.

Keywords : Principal's Leadership, School Culture, Teacher Commitment, Teacher Performance