

ABSTRACT

THE EFFECT OF PRINCIPAL MANAGERIAL SKILLS, WORK MOTIVATION AND ORGANIZATIONAL CULTURE ON TEACHER PERFORMANCE

By

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This study aims to determine and analyze the effect of principal managerial skills on teacher performance, the effect of work motivation on teacher performance, the influence of organizational culture on teacher performance and the influence of principal managerial skills, work motivation and organizational culture simultaneously on teacher performance. This study uses a quantitative approach with ex post facto type, with the population of 2017. The population in this study were SMPN teachers in Bandar Lampung City. The sample selection used multistage random sampling with a sample of 125 SMPN teachers throughout Bandar Lampung. Data was collected by means of a questionnaire. Data analysis used simple regression test and multiple regression test. The results showed that (1) there is a positive and significant influence between managerial skills on teacher performance, (2) there is a positive and significant influence between work motivation on teacher performance, (3) there is a positive and significant influence between organizational culture on teacher performance (4) principal managerial skills school, work motivation and organizational culture have a positive and significant effect on teacher performance.

Key words: managerial skills, work motivation, organizational culture, teacher performance

ABSTRAK

PENGARUH KETERAMPILAN MANAJERIAL KEPALA SEKOLAH, MOTIVASI KERJA DAN BUDAYA ORGANISASI TERHADAP KINERJA GURU

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Penelitian ini bertujuan mengetahui dan menganalisis pengaruh keterampilan manajerial kepala sekolah terhadap kinerja guru, pengaruh motivasi kerja terhadap kinerja guru, pengaruh budaya organisasi terhadap kinerja guru serta pengaruh keterampilan manajerial kepala sekolah, motivasi kerja dan budaya organisasi secara simultan terhadap kinerja guru. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis *ex post facto*, dengan populasi sebesar 2017. Populasi dalam penelitian ini adalah guru SMPN se-Kota Bandar Lampung. Pemilihan sampel menggunakan *multistage random sampling* dengan sampel sebesar 125 guru SMPN se-Kota Bandar Lampung. Pengumpulan data dilakukan dengan kuesioner. Analisis data menggunakan uji regresi sederhana dan uji regresi berganda. Hasil penelitian menunjukkan bahwa (1) terdapat pengaruh positif dan signifikan antara keterampilan manajerial terhadap kinerja guru, (2) terdapat pengaruh positif dan signifikan antara motivasi kerja terhadap kinerja guru, (3) terdapat pengaruh positif dan signifikan antara budaya organisasi terhadap kinerja guru (4) keterampilan manajerial kepala sekolah, motivasi kerja dan budaya organisasi berpengaruh positif dan signifikan terhadap kinerja guru.

Kata kunci: keterampilan manajerial, motivasi kerja, budaya organisasi, kinerja guru