

ABSTRAK

PENGARUH *LEADER MEMBER EXCHANGE*, *HUMAN SKILL* DAN KEPUASAN GURU TERHADAP KOMITMEN ORGANISASI DI SMP NEGERI

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Tujuan penelitian ini adalah untuk menganalisis dan mengetahui pengaruh *Leader Member Exchange* (LMX), *human skill*, dan kepuasan guru secara parsial dan simultan terhadap komitmen organisasi. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis *ex post facto*. Populasi penelitian ini yaitu 1997 guru SMP Negeri se-Kota Bandar Lampung, dengan menggunakan teknik *cluster random sampling* sehingga terpilih 333 guru sebagai sampel. Pengumpulan data dilakukan dengan kuesioner. Analisis data menggunakan regresi sederhana dan regresi berganda, yang sebelumnya telah dilakukan uji prasyarat regresi yaitu uji normalitas, heteroskedastisitas, multikolinieritas, dan linieritas. Hasil penelitian ini menunjukkan bahwa (1) terdapat pengaruh positif dan signifikan LMX terhadap komitmen organisasi (2) terdapat pengaruh positif dan signifikan *human skill* terhadap komitmen organisasi (3) terdapat pengaruh positif dan signifikan kepuasan guru terhadap komitmen organisasi (4) terdapat pengaruh positif dan signifikan LMX, *human skill* dan kepuasan guru terhadap komitmen organisasi.

Kata kunci: *human skill*, kepuasan guru, komitmen organisasi, *leader member exchange*

ABSTRACT

THE INFLUENCE OF LEADER MEMBER EXCHANGE, HUMAN SKILL AND TEACHER SATISFACTION ON ORGANIZATIONAL COMMITMENT IN STATE JUNIOR HIGH SCHOOL

By

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The purpose of this study was to analyze and determine the effect of Leader Member Exchange (LMX), human skills, and teacher satisfaction partially and simultaneously on organizational. This research uses a quantitative approach with the type of ex post facto. The population in this study were teachers at state junior high schools throughout the city of Bandar Lampung in 1997, using the cluster random sampling technique so that 333 teachers were selected as the sample. Data collection was carried out using a questionnaire. Data analysis used simple regression and multiple regression, which previously carried out regression prerequisite tests, namely normality, heteroscedasticity, multicollinearity, and linearity tests. The results of this study indicate that (1) there is a positive and significant effect of LMX on organizational commitment (2) there is a positive and significant effect of human skills on organizational commitment (3) there is a positive and significant effect of teacher satisfaction on organizational commitment (4) there is a positive and significant effect significant LMX, human skills and teacher satisfaction on organizational commitment.

Keywords: human skills, teacher satisfaction, organizational commitment, leader member exchange