

ABSTRAK

PENINGKATAN KOMITMEN ORGANISASI MELALUI KEPEMIMPINAN INSTRUKSIONAL KEPALA SEKOLAH, BUDAYA ORGANISASI, DAN KEPUASAN KERJA GURU DI SEKOLAH DASAR NEGERI

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Tujuan penelitian ini adalah untuk menguji pengaruh kepemimpinan instruksional kepala sekolah, budaya organisasi dan kepuasan kerja terhadap komitmen organisasi guru Sekolah Dasar se- Kabupaten Pringsewu secara parsial. Selain itu untuk mengetahui pengaruh kepemimpinan instruksional kepala sekolah, budaya organisasi terhadap komitmen organisasi melalui kepuasan kerja. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis *ex post facto*, dengan mengambil sampel 319 guru Sekolah Dasar se- Kabupaten Pringsewu. Pengumpulan data dilakukan dengan penyebaran kuesioner. Analisis data menggunakan analisis jalur atau *path analysis*. Hasil penelitian menunjukkan bahwa pengaruh langsung kepemimpinan instruksional kepala sekolah, budaya organisasi dan kepuasan kerja berpengaruh positif terhadap komitmen organisasi guru secara parsial. Sedangkan Pengaruh tidak langsung kepemimpinan instruksional dan budaya organisasi terhadap komitmen organisasi melalui kepuasan kerja tidak sebesar pengaruh langsung kedua variabel tersebut.

Kata Kunci: kepemimpinan instruksional, budaya organisasi, kepuasan kerja, komitmen organisasi

ABSTRACT

IMPROVING ORGANIZATIONAL COMMITMENT THROUGH PRINCIPAL'S INSTRUCTIONAL LEADERSHIP ORGANIZATIONAL CULTURE, AND TEACHER JOB SATISFACTION IN PUBLIC ELEMENTARY SCHOOLS

By

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The purpose of this study was to examine the effect of principals' instructional leadership, organizational culture and job satisfaction on organizational commitment of elementary school teachers in Pringsewu Regency partially. In addition, to determine the effect of principals' instructional leadership, organizational culture on organizational commitment through job satisfaction. This research uses a quantitative approach with the type of ex post facto, by taking a sample of 319 elementary school teachers in Pringsewu Regency. Data collection was done by distributing questionnaires. Data analysis using path analysis. The results showed that the direct effect of principals' instructional leadership, organizational culture and job satisfaction had a positive effect on teachers' organizational commitment partially. The indirect effect of instructional leadership and organizational culture on organizational commitment through job satisfaction is not as great as the direct effect of the two variables.

Keywords: instructional leadership, organizational culture, job satisfaction, organizational commitme