

ABSTRAK

KONTRIBUSI KEPEMIMPINAN TRANSFORMASIONAL KEPALA SEKOLAH, KOMITMEN GURU, DAN BUDAYA ORGANISASI TERHADAP DISIPLIN KERJA GURU SEKOLAH DASAR NEGERI

OLEH
YULIAWATI

Tujuan penelitian ini adalah untuk menguji pengaruh kepemimpinan transformasional kepala sekolah, komitmen guru, dan budaya organisasi secara parsial terhadap disiplin kerja guru, serta pengaruh kepemimpinan transformasional kepala sekolah, komitmen guru, dan budaya organisasi secara simultan terhadap disiplin kerja guru. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis *ex post facto*, dengan populasi sebesar 174. Populasi pada penelitian ini adalah seluruh guru SD Negeri di Kecamatan Banyumas Kabupaten Pringsewu. Pemilihan sampel menggunakan *propotional random sampling* dengan sample berjumlah 122 guru. Pengumpulan data dilakukan dengan penyebaran kuesioner. Analisis data menggunakan analisis regresi sederhana dan regresi berganda. Hasil penelitian ini menunjukkan bahwa terdapat pengaruh langsung kepemimpinan transformasional kepala sekolah, komitmen guru, dan budaya organisasi berpengaruh positif terhadap disiplin kerja secara parsial dan memiliki pengaruh paling besar ketika dilakukan secara simultan.

Kata Kunci: kepemimpinan transformasional kepala sekolah, komitmen guru, budaya organisasi, dan disiplin kerja guru.

ABSTRACT

THE CONTRIBUTION OF PRINCIPALS' TRANSFORMATIONAL LEADERSHIP, TEACHERS' COMMITMENT, AND ORGANIZATIONAL CULTURE TO PUBLIC PRIMARY SCHOOL TEACHERS' WORK DISCIPLINE

By

YULIAWATI

The purpose of this study was to examine the effect of principal transformational leadership, teacher commitment, and organizational culture partially on teacher work discipline, as well as the effect of principal transformational leadership, teacher commitment, and organizational culture simultaneously on teacher work discipline. This research uses a quantitative approach with the type of ex post facto, with a population of 174. The population in this study were all public elementary school teachers in Banyumas District, Pringsewu Regency. Sample selection using propotional random sampling with a sample of 122 teachers. Data collection was done by distributing questionnaires. Data analysis using simple regression analysis and multiple regression. The results of this study indicate that there is a direct influence of the principal's transformational leadership, teacher commitment, and organizational culture has a positive effect on work discipline partially and has the greatest influence when done simultaneously.

Keywords: principal transformational leadership, teacher commitment, organizational culture, and teacher work discipline