

ABSTRAK

PENGARUH KEPEMIMPINAN SPIRITUAL KEPALA SEKOLAH, KOMITMEN ORGANISASI DAN DUKUNGAN ORGANISASI TERHADAP *WORK ENGAGEMENT* GURU SD SWASTA BERBASIS ISLAM KOTA BANDAR LAMPUNG

Oleh

Habibah Monanisa Rhestiani

Penelitian ini bertujuan untuk menguji besarnya pengaruh kepemimpinan spiritual kepala sekolah, komitmen organisasi, dukungan organisasi, terhadap *work engagement* guru baik secara parsial maupun simultan. Penelitian ini menggunakan pendekatan kuantitatif dengan populasi sebesar 970 responden. Populasi pada penelitian ini adalah guru SD Swasta berbasis Islam di Kota Bandar Lampung. Teknik pengambilan sampel menggunakan *simple random sampling* dengan jumlah sampel sebesar 284 responden melalui kuisioner tertutup. Teknik analisis yang digunakan adalah regresi linear sederhana dan regresi linear berganda yang sebelumnya telah dilakukan uji outlier, uji normalitas, uji heteroskestisitas, uji multikolinieritas dan linearitas. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan kepemimpinan spiritual kepala sekolah, komitmen organisasi dan dukungan organisasi secara parsial terhadap *work engagement* guru. Pengaruh tertinggi adalah kepemimpinan spiritual kepala sekolah terhadap *work engagement* guru sebesar 0,370 secara parsial. Ketika komitmen organisasi maupun dukungan organisasi diaplikasikan bersama dengan kepemimpinan spiritual kepala sekolah terdapat kenaikan persentase pengaruh baik gabungan antara dua variabel *independent* maupun tiga variabel *independent*. Maka dapat disimpulkan, kepemimpinan spiritual kepala sekolah merupakan pemegang pengaruh paling dominan terhadap seberapa besar dampak yang akan dihasilkan terhadap peningkatan *work engagement* guru.

Kata Kunci: dukungan organisasi, kepemimpinan spiritual kepala sekolah, komitmen organisasi dan *work engagement*

ABSTRAK

THE INFLUENCE OF THE PRINCIPAL'S SPIRITUAL LEADERSHIP, ORGANIZATIONAL COMMITMENT AND ORGANIZATIONAL SUPPORT ON THE WORK ENGAGEMENT OF TEACHERS IN PRIVATE ISLAMIC-BASED ELEMENTARY SCHOOLS IN BANDAR LAMPUNG CITY.

By

Habibah Monanisa Rhestiani

This study is intended to examine the influence of the principal's spiritual leadership, organizational commitment, organizational support, on teacher work engagement both partially and simultaneously. This study used a quantitative approach with a population of 970 respondents. The population in this study were Islamic-based private elementary school teachers in Bandar Lampung City. The sampling technique used simple random sampling with a sample size of 284 respondents through a closed questionnaire. The analysis technique used is simple linear regression and multiple linear regression which has previously been carried out outlier test, normality test, heteroskesticity test, multicollinearity and linearity test. The results showed that there was a positive and significant influence of the principal's spiritual leadership, organizational commitment and organizational support partially on teacher work engagement. The highest influence is the principal's spiritual leadership on teachers' work engagement of 0.370 partially. When organizational commitment and organizational support are applied together with the principal's spiritual leadership, there is an increase in the percentage of influence of both the two independent variables and the three independent variables combined. It can be concluded that the principal's spiritual leadership is the most dominant influence on how much impact will be generated.

Keywords: organizational support, organizational commitment, principal's spiritual leadership and work engagement