

ABSTRAK

KONTRIBUSI KEPEMIMPINAN INSTRUKSIONAL KEPALA SEKOLAH, BUDAYA ORGANISASI DAN KEPUASAN KERJA GURU TERHADAP KOMITMEN GURU SMA

Oleh

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Tujuan penelitian ini adalah untuk menguji pengaruh kepemimpinan instruksional kepala sekolah, budaya organisasi, dan kepuasan kerja terhadap komitmen guru SMA Negeri di Kabupaten Tanggamus secara simultan. Penelitian ini menggunakan pendekatan kuantitatif dengan desain *ex post facto*, melibatkan sampel sebanyak 228 guru SMA Negeri di Kabupaten Tanggamus. Pengumpulan data dilakukan melalui penyebaran kuesioner terstruktur, sedangkan analisis data menggunakan teknik regresi berganda. Hasil penelitian menunjukkan bahwa kepemimpinan instruksional kepala sekolah, budaya organisasi, dan kepuasan kerja guru secara parsial maupun simultan memiliki pengaruh positif terhadap komitmen guru. Hasil penelitian ini mengindikasikan peningkatan komitmen guru dapat dicapai melalui penguatan kepemimpinan instruksional kepala sekolah, budaya organisasi yang mendukung, dan kepuasan kerja guru, sehingga kebijakan pendidikan perlu difokuskan pada upaya membangun lingkungan kerja yang kondusif dan memotivasi.

Kata Kunci: kepemimpinan instruksional kepala sekolah, budaya organisasi, kepuasan kerja guru, komitmen guru

ABSTRACT

THE CONTRIBUTION OF PRINCIPALS' INSTRUCTIONAL LEADERSHIP, ORGANIZATIONAL CULTURE AND TEACHERS' JOB SATISFACTION TO HIGH SCHOOL TEACHERS' COMMITMENT

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 the commitment of public high school teachers in Tanggamus Regency. This study employed a quantitative approach with an ex post facto design, involving a sample of 228 public high school teachers in Tanggamus Regency. The data collection was conducted through the distribution of structured questionnaires, while data analysis used multiple regression techniques. The results indicated that principals' instructional leadership, organizational culture, and teacher job satisfaction, both partially and simultaneously, exert a positive influence on teacher commitment. The findings of this study imply that enhancing teacher commitment can be achieved by strengthening principals' instructional leadership, fostering a supportive organizational culture, and improving teacher job satisfaction. Therefore, education policies should prioritize efforts to create a conducive and motivating work environment.

Keywords: principals' instructional leadership, organizational culture, teacher job satisfaction, teacher commitment