

ABSTRAK

PENGARUH KEPEMIMPINAN TRANSFORMASIONAL KEPALA SEKOLAH, KOMITMEN ORGANISASI GURU, DAN BUDAYA ORGANISASI TERHADAP KEPUASAN KERJA GURU SMP SWASTA

Oleh

BERTI RESTIANI

Tujuan penelitian ini adalah untuk menguji pengaruh kepemimpinan transformasional kepala sekolah, komitmen organisasi guru dan budaya organisasi terhadap kepuasan kerja guru SMP Swasta di Kabupaten Lampung Tengah. Selain itu untuk mengetahui pengaruh kepemimpinan transformasional kepala sekolah, komitmen organisasi guru terhadap kepuasan kerja melalui budaya organisasi. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis *ex post facto*, dengan mengambil sampel 296 guru SMP Swasta di Kabupaten Lampung Tengah. Pengumpulan data dilakukan dengan penyebaran kuesioner. Analisis data menggunakan analisis jalur atau *path analysis*. Hasil penelitian menunjukkan bahwa secara langsung kepemimpinan transformasional kepala sekolah, komitmen organisasi guru dan budaya organisasi berpengaruh positif terhadap kepuasan kerja guru. Sedangkan secara tidak langsung kepemimpinan transformasional dan komitmen organisasi guru melalui budaya organisasi terhadap kepuasan kerja guru tidak sebesar pengaruh langsung kedua variabel tersebut.

Kata Kunci: kepemimpinan transformasional, komitmen organisasi guru, budaya organisasi kepuasan kerja guru,

ABSTRACT

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP OF SCHOOL PRINCIPALS, TEACHER ORGANIZATIONAL COMMITMENT, AND ORGANIZATIONAL CULTURE ON THE JOB SATISFACTION OF PRIVATE JUNIOR HIGH SCHOOL TEACHERS

By

BERTI RESTIANI

The aim of this research is to examine the influence of the principal's transformational leadership, teacher organizational commitment and organizational culture on the job satisfaction of private junior high school teachers in Central Lampung Regency. Apart from that, to determine the influence of the principal's transformational leadership, teacher organizational commitment on job satisfaction through organizational culture. This research uses a quantitative approach with an ex post facto type, by taking a sample of 296 private junior high school teachers in Central Lampung Regency. Data collection was carried out by distributing questionnaires. Data analysis uses path analysis. The research results show that the direct influence of the principal's transformational leadership, teacher organizational commitment and organizational culture has a positive effect on teacher job satisfaction. Meanwhile, the indirect influence of transformational leadership and teacher organizational commitment through organizational culture on teacher job satisfaction is not as big as the direct influence of these two variables.

Keywords: transformational leadership, teachers organizational commitment, organizational culture, job satisfaction,