

ABSTRAK

PENGARUH PENGAMBILAN KEPUTUSAN, KEPEMIMPINAN INSTRUKSIONAL KEPALA SEKOLAH DAN MOTIVASI KERJA GURU TERHADAP KINERJA GURU SEKOLAH DASAR NEGERI DI KAB. WAY KANAN

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Penelitian ini bertujuan untuk menguji pengaruh pengambilan keputusan, kepemimpinan instruksional kepala sekolah dan motivasi kerja guru terhadap kinerja guru Sekolah Dasar Negeri di Kabupaten Way Kanan. Penelitian ini menggunakan pendekatan kuantitatif dengan *teknik cluster random sampling*, dengan sampel 357 guru Sekolah Dasar Negeri di Kabupaten Way Kanan. Pengumpulan data dilakukan melalui penyebaran kuesioner, kemudian dilakukan uji validitas dan reliabilitas untuk menentukan pertanyaan yang digunakan valid dan reliabel. Analisis data menggunakan analisis regresi sederhana dan analisis regresi linear berganda.. Hasil penelitian menunjukkan bahwa 1) terdapat pengaruh positif dan signifikan pengaruh pengambilan keputusan kepala sekolah terhadap kinerja guru sebesar 47,2%. 2) Terdapat pengaruh positif dan signifikan kepemimpinan instruksional kepala sekolah terhadap kinerja guru sebesar 55%. 3) Terdapat pengaruh positif dan signifikan motivasi kerja guru terhadap kinerja guru sebesar 27,9%. 4) Terdapat pengaruh positif dan signifikan pengaruh pengambilan keputusan, kepemimpinan instruksional kepala sekolah dan motivasi kerja guru terhadap kinerja guru sebesar 68,8%.

Kata Kunci: pengambilan keputusan, kepemimpinan instruksional, motivasi kerja guru, kinerja guru

ABSTRACT

THE EFFECT OF DECISION MAKING, INSTRUCTIONAL LEADERSHIP OF THE SCHOOL PRINCIPAL AND TEACHERS WORK MOTIVATION ON PERFORMANCE OF PUBLIC ELEMENTARY SCHOOL TEACHERS IN WAY KANAN DISTRICT

By

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The purpose of this study was to examine the influence of decision making, principal instructional leadership and teacher work motivation on the performance of State Elementary School teachers in Way Kanan Regency. This study used a quantitative approach using cluster random sampling, with a sample of 357 State Elementary School teachers in Way Kanan Regency. Data collection was carried out by distributing questionnaires, then validity and reliability tests were carried out to determine whether the questions used were valid and reliable. Data analysis used simple regression analysis and multiple linear regression analysis. The results showed that 1) there was a positive and significant influence of the principal's decision making on teacher performance of 47.2%. 2) There was a positive and significant influence of the principal's instructional leadership on teacher performance of 55%. 3) There was a positive and significant influence of teacher work motivation on teacher performance of 27.9%. 4) There was a positive and significant influence of decision making, principal instructional leadership and teacher work motivation on teacher performance of 68.8%.

*Keywords: decision making, instructional leadership, teacher work motivation,
teacher
performance*

