

ABSTRAK

PENGARUH KEPEMIMPINAN INSTRUKSIONAL KEPALA SEKOLAH DAN LINGKUNGAN KERJA TERHADAP KINERJA GURU DI SEKOLAH DASAR

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Masalah dalam penelitian ini yaitu rendahnya kinerja guru di SD Negeri Se-Gugus Melati Kecamatan Metro Pusat. Penelitian ini bertujuan untuk 1) mengetahui pengaruh kepemimpinan instruksional kepala sekolah terhadap kinerja guru di sekolah dasar 2) mengetahui pengaruh lingkungan kerja terhadap kinerja guru di sekolah dasar 3) mengetahui pengaruh kepemimpinan instruksional kepala sekolah dan lingkungan kerja secara bersama-sama terhadap kinerja guru di sekolah dasar. Penelitian ini adalah kuantitatif menggunakan korelasi dengan desain penelitian *ex post facto*. Populasi pada penelitian ini adalah guru di SD Negeri Se-Gugus Melati Kecamatan Metro Pusat, dengan sampel 111 guru. Teknik pengumpulan data menggunakan angket. Data dianalisis menggunakan uji regresi linier sederhana dan berganda. Hasil penelitian ini menunjukkan bahwa 1) Terdapat pengaruh kepemimpinan instruksional kepala sekolah terhadap kinerja guru di Sekolah Dasar yang ditunjukkan berdasarkan nilai $F_{hitung} > F_{tabel} = 109.419 > 1,35$ dengan kontribusi sebesar 50,1 % terhadap kinerja guru dan sisanya dipengaruhi oleh faktor lain terhadap kinerja guru dan sisanya dipengaruhi oleh faktor lain. 2) Terdapat pengaruh lingkungan kerja terhadap kinerja guru di Sekolah Dasar yang ditunjukkan berdasarkan nilai $F_{hitung} > F_{tabel} = 119.890 > 1,35$ dengan kontribusi sebesar 52,4 % terhadap kinerja guru dan sisanya dipengaruhi oleh faktor lain. 3) Terdapat pengaruh kepemimpinan instruksional kepala sekolah dan lingkungan kerja secara bersama-sama terhadap kinerja guru di Sekolah Dasar yang ditunjukkan berdasarkan nilai $F_{hitung} > F_{tabel} = 97.843 > 1,35$ dengan kontribusi sebesar 63,8% terhadap kinerja guru dan sisanya dipengaruhi oleh faktor lain.

Kata Kunci : kepemimpinan instruksional, kinerja guru, lingkungan kerja

ABSTRACT

THE INFLUENCE OF PRINCIPAL'S INSTRUCTIONAL LEADERSHIP AND WORK ENVIRONMENT ON TEACHER PERFORMANCE IN ELEMENTARY SCHOOLS

By

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The problem in this study is the low performance of teachers in elementary schools in Negeri Se-Gugus Melati, Central Metro District. This study aims to 1) determine the effect of the principal's instructional leadership on teacher performance in elementary schools 2) determine the effect of the work environment on teacher performance in elementary schools 3) determine the effect of the principal's instructional leadership and work environment jointly on teacher performance in elementary schools. This research is quantitative using correlation with ex post facto research design. The population in this study were teachers in elementary schools Negeri Se-Gugus Melati, Central Metro District, with a sample of 111 teachers. The data collection technique used a questionnaire. Data were analyzed using simple and multiple linear regression tests. The results of this study indicate that 1) There is an influence of principal's instructional leadership on teacher performance in elementary school which is shown based on the value of $F_{\text{count}} > F_{\text{table}} = 109.419 > 1.35$ with a contribution of 50.1% to teacher performance and the rest is influenced by other factors. 2) There is an influence of the work environment on teacher performance in elementary schools which is shown based on the value of $F_{\text{count}} > F_{\text{table}} = 119.890 > 1.35$ with a contribution of 52.4% to teacher performance and the rest is influenced by other factors. 3) There is an effect of principal's instructional leadership and work environment jointly on teacher performance in elementary schools which is shown based on the value of $F_{\text{count}} > F_{\text{table}} = 97.843 > 1.35$ with a contribution of 63.8% to teacher performance and the rest is influenced by other factors.

Keywords: instructional leadership, teacher performance, work environment