

ABSTRAK

PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA GURU SEKOLAH DASAR DI GUGUS I METRO PUSAT

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Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan transformasional terhadap kinerja guru sekolah dasar di Gugus I Metro Pusat. Penelitian ini menggunakan jenis penelitian kuantitatif dengan pendekatan *ex post facto*, yang berarti penelitian non eksperimen. Sampel yang digunakan dalam penelitian ini menggunakan teknik *proportionate stratified random sampling*. Jumlah populasi guru berjumlah 110 orang guru dari 6 (enam) SD di Gugus I Metro Pusat. Peneliti menggunakan rumus Yamane sehingga menghasilkan 86 guru yang akan peneliti gunakan sebagai data sampel penelitian. Metode pengumpulan data menggunakan kuesioner dan diukur dengan skala likert. Berdasarkan pengolahan data hasil perhitungan program SPSS Versi 25, diperoleh nilai koefisien regresi sebesar 0,823 dan memperoleh keputusan melalui teknik uji-t menghasilkan $T_{hitung} (9,360) > T_{tabel} (1,663)$ dengan nilai signifikansi sebesar $0,000 < (0,05)$, maka H_0 ditolak. Selain itu, diperkuat berdasarkan uji koefisien determinasi (KD) atau R^2 sebesar 0,511 atau sebesar 51,1%. Oleh karena itu, artinya variabel gaya kepemimpinan transformasional (X) menerangkan variabel kinerja guru (Y) sebesar 51,1%, sedangkan sisanya yaitu 48,9% diterangkan oleh variabel lain yang tidak diteliti. Berdasarkan hasil perhitungan tersebut dapat disimpulkan dari penelitian ini bahwa terdapat pengaruh yang positif dan signifikan antara gaya kepemimpinan transformasional terhadap kinerja guru sekolah dasar di Gugus 1 Metro Pusat, dari ke-6 tempat penelitian bahwa kepemimpinan kepala sekolah memberikan kontribusi yang sangat baik dalam meningkatkan kinerja guru.

Kata kunci: gaya kepemimpinan transformasional, kinerja guru

ABSTRACT

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP STYLE ON ELEMENTARY SCHOOL TEACHER PERFORMANCE IN CLUSTER I CENTRAL METRO

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This study aims to determine the effect of transformational leadership style on the performance of elementary school teachers in Gugus I Central Metro. This study used a type of quantitative research with an ex post facto approach, which means non-experimental research. The sample used in this study was proportionate stratified random sampling technique. The total population of teachers were 110 teachers from 6 (six) elementary schools in Gugus I Metro Pusat. Researchers used Yamane's formula to produce 86 teachers that researchers would use as research sample data. Data collection methods using questionnaires and measured by Likert scale. Based on data processing from the calculation of the SPSS Version 25 program, the regression coefficient value of 0.823 was obtained and obtained a decision through the t-test technique resulting in $T_{hitung} (9.360) > T_{tabel} (1.663)$ with a significance value of $0.000 < (0.05)$, then H_0 was rejected. In addition, it was strengthened based on the test of the coefficient of determination (KD) or R^2 of 0.511 or 51.1%. Therefore, it meant that the transformational leadership style variable (X) explains the teacher performance variable (Y) by 51.1%, while the remaining 48.9% was explained by other variables not studied. Based on the results of these calculations, it could be concluded from this study that there was a positive and significant influence between transformational leadership style on the performance of elementary school teachers in Gugus 1 Metro Pusat, from the 6 research sites that the principal's leadership makes a very good contribution in improving teacher performance.

Keywords: transformational leadership style, teacher performance