

ABSTRAK

FAKTOR-FAKTOR YANG MEMPENGARUHI KOMITMEN ORGANISASI GURU SD NEGERI

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Tujuan penelitian ini adalah untuk menguji pengaruh kepemimpinan visioner, motivasi kerja dan budaya organisasi terhadap komitmen organisasi guru Sekolah Dasar di Kecamatan Gadingrejo Kabupaten Pringsewu secara parsial. Selain itu untuk mengetahui pengaruh kepemimpinan visioner, motivasi kerja terhadap komitmen organisasi melalui budaya organisasi. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis *ex post facto*, dengan mengambil sampel 223 guru Sekolah Dasar di Kecamatan Gadingrejo Kabupaten Pringsewu. Pengumpulan data dilakukan dengan penyebaran kuesioner. Analisis data menggunakan analisis jalur atau *path analysis*. Hasil penelitian menunjukkan bahwa pengaruh langsung kepemimpinan visioner kepala sekolah, motivasi kerja dan budaya organisasi berpengaruh positif terhadap komitmen organisasi guru secara parsial. Sedangkan Pengaruh tidak langsung kepemimpinan visioner dan motivasi kerja terhadap komitmen organisasi melalui budaya organisasi tidak sebesar pengaruh langsung kedua variabel tersebut.

Kata Kunci: kepemimpinan visioner, motivasi kerja, budaya organisasi, komitmen organisasi

ABSTRACT

FACTORS AFFECTING THE COMMITMENT OF STATE ELEMENTARY SCHOOL TEACHER ORGANIZATIONS

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The purpose of this study was to examine the effect of visionary leadership, work motivation and organizational culture on the organizational commitment of elementary school teachers in Gadingrejo District, Pringsewu Regency partially. In addition, to determine the effect of visionary leadership, work motivation on organizational commitment through organizational culture. This research uses a quantitative approach with the type of ex post facto, by taking a sample of 223 elementary school teachers in Gadingrejo District, Pringsewu Regency. Data collection was done by distributing questionnaires. Data analysis using path analysis. The results showed that the direct effect of the principal's visionary leadership, work motivation and organizational culture had a positive effect on teacher organizational commitment partially. While the indirect effect of visionary leadership and work motivation on organizational commitment through organizational culture is not as great as the direct effect of the two variables.

Keywords: visionary leadership, work motivation, organizational culture, organizational commitment