

ABSTRAK

PENGARUH KEPEMIMPINAN VISIONER, BUDAYA ORGANISASI, DAN KOMITMEN ORGANISASI TERHADAP KINERJA GURU DI SMP NEGERI KABUPATEN PRINGSEWU

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Penelitian ini bertujuan untuk menguji pengaruh kepemimpinan visioner, budaya organisasi, dan komitmen organisasi terhadap kinerja guru SMP Negeri di Kabupaten Pringsewu. Metode yang digunakan adalah penelitian kuantitatif dengan populasi sebanyak 822 guru, dan sampel 274 guru yang dipilih melalui teknik *proportional random sampling*. Analisis data dilakukan menggunakan regresi linier sederhana dan berganda. Hasil penelitian menunjukkan bahwa secara parsial kepemimpinan visioner kepala sekolah berpengaruh positif dan signifikan terhadap kinerja guru dengan kontribusi sebesar 77,8%. Budaya organisasi juga berpengaruh positif sebesar 74,5%, sementara komitmen organisasi berpengaruh positif sebesar 74,9%. Secara simultan, ketiga variabel bebas berpengaruh signifikan terhadap kinerja guru dengan kontribusi sebesar 85,3%. Temuan ini menegaskan bahwa peningkatan kinerja guru merupakan hasil sinergi antara kepemimpinan visioner, budaya organisasi yang kondusif, dan komitmen organisasi yang kuat. Dengan demikian, penguatan ketiga aspek tersebut menjadi strategi penting dalam upaya peningkatan mutu pendidikan di tingkat sekolah menengah pertama.

Kata kunci: kepemimpinan visioner, budaya organisasi, komitmen organisasi, kinerja guru

ABSTRACT

THE EFFECT OF VISIONAR LEADERSHIP, ORGANIZATIONAL CULTURE, AND ORGANIZATIONAL COMMITMENT ON TEACHER PERFORMANCE AT PUBLIC JUNIOR HIGH SCHOOLS IN PRINGSEWU REGENCY

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This study aims to examine the effect of visionary leadership, organizational culture, and organizational commitment on the performance of public junior high school teachers in Pringsewu Regency. The method used is quantitative research with a population of 822 teachers and a sample of 274 teachers selected using proportional random sampling. Data analysis was performed using simple and multiple linear regression. The results showed that, partially, the principal's visionary leadership had a positive and significant effect on teacher performance, contributing 77.8%. Organizational culture also had a positive effect of 74.5%, while organizational commitment had a positive effect of 74.9%. Simultaneously, the three independent variables had a significant effect on teacher performance with a contribution of 85.3%. These findings confirm that the improvement in teacher performance is the result of synergy between visionary leadership, a conducive organizational culture, and strong organizational commitment. Thus, strengthening these three aspects is an important strategy in efforts to improve the quality of education at the junior high school level.

Keywords: visionary leadership, organizational culture, organizational commitment, teacher performance