

## ABSTRAK

### PENGARUH KEPEMIMPINAN TRANSFORMASIONAL KEPALA SEKOLAH, KOMITMEN GURU, DAN BUDAYA ORGANISASI TERHADAP KINERJA GURU SMP NEGERI KOTA BANDAR LAMPUNG

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Tujuan penelitian ini adalah untuk menguji pengaruh kepemimpinan transformasional kepala sekolah, komitmen guru dan budaya organisasi terhadap kinerja guru secara parsial dan simultan. Penelitian ini menggunakan pendekatan kuantitatif dengan desain *ex post facto*. Sampel penelitian ini adalah guru SMP Negeri se-Kota Bandar Lampung, Sampel diambil menggunakan teknik *simple random sampling* dan diperoleh sebanyak 336 sampel. Pengumpulan data dilakukan dengan penyebaran kuisioner. Analisis data menggunakan regresi linier sederhana dan berganda. Hasil penelitian menunjukkan bahwa kepemimpinan transformasional kepala sekolah, komitmen guru dan budaya organisasi memiliki pengaruh yang positif dan signifikan terhadap kinerja guru secara parsial dan simultan.

**Kata Kunci :** kepemimpinan transformasional, komitmen guru, budaya organisasi, kinerja guru.

## **ABSTRACT**

### **THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP OF SCHOOL PRINCIPALS, TEACHER COMMITMENT, AND ORGANIZATIONAL CULTURE ON THE PERFORMANCE OF TEACHERS AT PUBLIC JUNIOR HIGH SCHOOLS IN BANDAR LAMPUNG CITY**

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The purpose of this study is to examine the effect of transformational leadership of school principals, teacher commitment, and organizational culture on teacher performance, both partially and simultaneously. This study used a quantitative approach with an ex post facto design. The sample for this study consisted of public junior high school teachers in Bandar Lampung City. The sample was taken using simple random sampling and consisted of 336 samples. Data collection was carried out by distributing questionnaires. Data analysis used simple and multiple linear regression. The results showed that the transformational leadership of school principals, teacher commitment, and organizational culture had a positive and significant effect on teacher performance, both partially and simultaneously.

**Keywords :** transformational leadership, teacher commitment, organizational culture, teacher performance.