

## **ABSTRAK**

### **PENGARUH KEPEMIMPINAN SITUASIONAL KEPALA SEKOLAH, KOMPETENSI GURU DAN BUDAYA ORGANISASI TERHADAP KINERJA GURU DI SMPN LAMPUNG SELATAN**

**Oleh**

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Penelitian ini bertujuan untuk menguji pengaruh kepemimpinan situasional kepala sekolah, kompetensi guru, dan budaya organisasi terhadap kinerja guru di Sekolah Menengah Pertama Negeri Kabupaten Lampung Selatan secara parsial dan simultan. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis *ex post facto* dengan penentuan sampel menggunakan teknik *cluster random sampling* yang melibatkan sampel sebanyak 312 guru di Sekolah Menengah Pertama Negeri Kabupaten Lampung Selatan. Pengumpulan data dilakukan dengan penyebaran kuisioner. Analisis data menggunakan regresi linier sederhana dan regresi linier berganda. Hasil penelitian menunjukkan bahwa kepemimpinan situasional kepala sekolah memiliki pengaruh positif dan signifikan terhadap kinerja guru sebesar 0,611; kompetensi guru memiliki pengaruh positif dan signifikan terhadap kinerja guru sebesar 0,515; budaya organisasi memiliki pengaruh positif dan signifikan terhadap kinerja guru sebesar 0,673; serta secara simultan kepemimpinan situasional kepala sekolah, kompetensi guru, dan budaya organisasi memiliki pengaruh positif dan signifikan terhadap kinerja guru sebesar 0,696.

Kata Kunci: budaya organisasi, kepemimpinan situasional, kinerja guru, kompetensi guru

## **ABSTRACT**

### **THE INFLUENCE OF PRINCIPAL SITUATIONAL LEADERSHIP, TEACHER COMPETENCE, AND ORGANIZATIONAL CULTURE ON TEACHER PERFORMANCE IN JUNIOR HIGH SCHOOL IN SOUTH LAMPUNG REGENCY**

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*This study aims to examine the influence of principal situational leadership, teacher competence, and organizational culture on teacher performance in junior high schools in South Lampung Regency, both partially and simultaneously. This research employs a quantitative approach with an ex post facto design. The sampling technique was used cluster random sampling, involving 312 teachers from junior high schools in South Lampung Regency. Data were collected through the distribution of questionnaires. The data analysis techniques were used simple linear regression and multiple linear regression. The results of the study indicate that principal situational leadership has a positive and significant effect on teacher performance with a coefficient of 0.611; teacher competence has a positive and significant effect on teacher performance with a coefficient of 0.515; organizational culture has a positive and significant effect on teacher performance with a coefficient of 0.673; and simultaneously, principal situational leadership, teacher competence, and organizational culture have a positive and significant effect on teacher performance with a coefficient of 0.696.*

*Keywords: organizational culture, situational leadership, teacher performance, teacher competence*