

ABSTRAK

PENGARUH KEPEMIMPINAN INSTRUKSIONAL KEPALA SEKOLAH, BUDAYA ORGANISASI DAN LINGKUNGAN KERJA TERHADAP KINERJA GURU SMP NEGERI DI KOTA BANDAR LAMPUNG

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Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan instruksional kepala sekolah, budaya organisasi, dan lingkungan kerja terhadap kinerja guru SMP Negeri di Kota Bandar Lampung secara parsial maupun simultan. Penelitian ini menggunakan jenis pendekatan kuantitatif dengan metode *ex post facto*. Penentuan sampel menggunakan teknik *simple random sampling* dengan melibatkan sampel sebanyak 307 dari 333 guru SMP Negeri di Kota Bandar Lampung dengan tingkat respon sebesar 92%. Pengumpulan data dilakukan dengan penyebaran kuisioner. Analisis data menggunakan regresi linear sederhana dan regresi linear berganda. Hasil penelitian menunjukkan bahwa kepemimpinan instruksional kepala sekolah memiliki pengaruh positif dan signifikan terhadap kinerja guru sebesar 0,604; budaya organisasi memiliki pengaruh positif dan signifikan terhadap kinerja guru sebesar 0,517; lingkungan kerja memiliki pengaruh positif dan signifikan terhadap kinerja guru sebesar 0,555; kepemimpinan instruksional kepala sekolah, budaya organisasi, dan lingkungan kerja secara simultan memiliki pengaruh positif dan signifikan terhadap kinerja guru sebesar 0,682.

Kata kunci: budaya organisasi, kepemimpinan instruksional kepala sekolah, kinerja guru, lingkungan kerja.

ABSTRACT

THE INFLUENCE OF PRINCIPAL'S INSTRUCTIONAL LEADERSHIP, ORGANIZATIONAL CULTURE AND WORK ENVIRONMENT ON THE PERFORMANCE OF PUBLIC JUNIOR HIGH SCHOOL TEACHER IN BANDAR LAMPUNG CITY

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This study aims to analyze the influence of principal's instructional leadership, organizational culture and work environment on the performance of public junior high school teacher in Bandar Lampung City, both partially and simultaneously. This study uses a quantitative approach using an ex post facto method. The sample was selected using simple random sampling, involving of 307 out of 333 public junior high school teachers in Bandar Lampung City, with a response rate of 92%. Data collection was conducted through the distribution of questionnaires. Data analysis used simple linear regression and multiple linear regression. The results of the study indicate that the instructional leadership of the principal has a positive and significant effect on teacher performance at 0.604; organizational culture has a positive and significant effect on teacher performance at 0.517; the work environment has a positive and significant influence on teacher performance at 0.555; and the principal's instructional leadership, organizational culture, and work environment simultaneously have a positive and significant influence on teacher performance at 0.682.

Keywords: organizational culture, principal instructional leadership, teacher performance, work environment.