

ABSTRAK

SMPN 1 Batang Anai merupakan satuan pendidikan dengan jenjang sekolah menengah pertama dimana sekolah ini mengalami fluktuasi capaian kinerja pada lima tahun terakhir, sehingga target kinerja belum optimal. Belum optimalnya pencapaian kinerja disebabkan oleh kurangnya gaya kepemimpinan dan komitmen organisasi, sehingga capaian kinerja guru belum stabil atau masih dibawah target. Ketidak stabilan kinerja tentu akan berpengaruh terhadap penilaian kinerja guru.

Penelitian ini untuk mengetahui dan menganalisis seberapa besar gaya kepemimpinan dan komitmen organisasi terhadap kinerja guru melalui kepuasan kerja sebagai variabel intervening pada SMPN 1 Batang Anai. Teknik analisis data yang digunakan adalah analisis regresi linear berganda dengan Structural Equation Modeling (SEM) dengan Partial Least Square (PLS). Metode pengumpulan data menggunakan kuesioner, dengan sampel 49 responden.

Berdasarkan hasil penelitian ini menunjukkan bahwa gaya kepemimpinan berpengaruh positif dan signifikan terhadap kepuasan kerja, komitmen organisasi berpengaruh positif dan tidak signifikan terhadap kepuasan kerja, gaya kepemimpinan dan kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja guru, komitmen organisasi berpengaruh negative dan tidak signifikan terhadap kepuasan kerja, gaya kepemimpinan pengaruh positif dan signifikan terhadap kinerja guru melalui kepuasan kerja sebagai variabel intervening, komitmen organisasi berpengaruh positif dan tidak signifikan terhadap kinerja guru melalui kepuasan kerja sebagai variabel intervening.

Kata Kunci: Gaya Kepemimpinan, Komitmen Organisasi, Kinerja Guru, dan Kepuasan Kerja

ABSTRACT

SMPN 1 Batang Anai is an educational unit with a junior high school level where this school has experienced fluctuations in performance achievements in the last five years, so that the performance targets have not been optimal. That not yet optimal performance achievement is caused by a lack of leadership style and organizational commitment, so that teacher performance achievements are not stable or are still below the target. Performance instability will certainly affect the teacher's performance assessment.

This research is to find out and analyze how much leadership style and organizational commitment have on teacher performance through job satisfaction as intervening variables at SMPN 1 Batang Anai. The data analysis technique used is multiple linear regression analysis with Structural Equation Modeling (SEM) with Partial Least Square (PLS). Methods of data collection using a questionnaire, with a sample of 49 respondents.

Based on the results of this study indicate that leadership style has a positive and significant effect on job satisfaction, organizational commitment has a positive and insignificant effect on job satisfaction, leadership style and job satisfaction has a positive and significant effect on teacher performance, organizational commitment has a negative and insignificant effect on job satisfaction , leadership style has a positive and significant effect on teacher performance through job satisfaction as an intervening variable, organizational commitment has a positive and insignificant effect on teacher performance through job satisfaction as an intervening variable.

Keywords: Leadership Style, Organizational Commitment, Teacher Performance, and Job Satisfaction