

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Etika Kerja dan Gaya Kepemimpinan terhadap Kinerja Guru melalui Komitmen Organisasi Sebagai Variabel Intervening. Variabel penelitian yaitu Etika Kerja (X₁), Gaya Kepemimpinan (X₂) Komitmen Organisasi (Z) dan Kinerja Guru (Y). Metode pengumpulan data melalui survei dan menyebarkan kuesioner dengan sampel 54 responden. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis korelasi, path analysis, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

Hasil penelitian menunjukkan a) Etika Kerja (X₁) berpengaruh Positif dan signifikan terhadap Kinerja Guru SMAN1 Sungai Limau b)Gaya Kepemimpinan (X₂) berpengaruh Positif dan signifikan terhadap Kinerja Guru SMAN1 Sungai Limau c)Etika Kerja (X₁) tidak berpengaruh positif dan signifikan terhadap Komitmen Organisasi SMAN1 Sungai Limau d)Gaya Kepemimpinan (X₂) berpengaruh Positif dan signifikan terhadap Komitmen Organisasi SMAN1 Sungai Limau e)Komitmen Organisasi (Z) berpengaruh negatif dan signifikan terhadap Kinerja Guru (Y) SMAN1 Sungai Limau f)Terdapat pengaruh Etika Kerja (X₁) terhadap Kinerja Guru (Y) Komitmen Organisasi tidak memediasi pengaruh Etika Kerja terhadap Kinerja Guru. g)Terdapat pengaruh Gaya Kepemimpinan (X₂) terhadap Kinerja Guru (Y) Komitmen Organisasi tidak memediasi pengaruh Gaya Kepemimpinan terhadap Kinerja Guru.

Kata Kunci : Etika Kerja, Gaya Kepemimpinan, Komitmen Organisasi, Kinerja Guru

ABSTRACT

This study aims to determine how much influence the Work Ethics and Leadership Style on Teacher Performance through Organizational Commitment as Intervening Variables. The research variables are Work Ethics (X1), Leadership Style (X2) Organizational Commitment (Z) and Teacher Performance (Y). The method of collecting data through surveys and distributing questionnaires with a sample of 54 respondents. The analytical method used is the validity and reliability test, correlation analysis, path analysis, multiple regression analysis, to test the hypothesis used is the t test and F test.

The results showed a) Work Ethics (X1) had a positive and significant effect on the performance of Sungai Limau SMAN1 Teachers b) Leadership Style (X2) had a positive and significant effect on the performance of Sungai Limau SMAN1 Teachers c) Work Ethics (X1) had no positive and significant effect on Organizational Commitment of Sungai Limau SMAN1 d) Leadership Style (X2) Positive and significant effect on Organizational Commitment of Sungai Limau SMAN1 e) Organizational Commitment (Z) has a negative and significant effect on Teacher Performance (Y) SMAN1 Sungai Limau f) There is an influence of Work Ethics (X1) on Teacher Performance (Y) Organizational Commitment does not mediate the effect of Work Ethics on Teacher Performance. g) There is an influence of Leadership Style (X2) on Teacher Performance (Y) Organizational Commitment does not mediate the influence of Leadership Style on Teacher Performance.

Keywords: *Work Ethics, Leadership Style, Organizational Commitment, Teacher Performance*