

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Budaya Organisasi, Profesionalisme Guru, dan Kepemimpinan, secara bersama-sama dan parsial terhadap Kinerja Guru. Variabel penelitian yaitu Budaya Organisasi (X_1), Profesionalisme Guru (X_2), Kepemimpinan (Z) dan Kinerja Guru (Y). Metode pengumpulan data melalui survei dan mengedarkan kuesioner. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis korelasi, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

.Hasil penelitian ini menunjukkan bahwa (1) Budaya Organisasi berpengaruh positif dan signifikan terhadap kepemimpinan. (2) Profesional Guru berpengaruh positif dan signifikan terhadap Kepemimpinan. (3) Budaya Organisasi berpengaruh positif dan signifikan terhadap Kinerja Guru. (4) Profesional Guru berpengaruh positif dan signifikan terhadap Kinerja Guru. (5) Kepemimpinan berpengaruh positif dan signifikan terhadap Kinerja Guru. (6) Budaya Organisasi berpengaruh terhadap Kinerja Guru melalui Kepemimpinan sebagai Variabel Intervening. (7) Profesional Guru berpengaruh terhadap Kinerja Guru melalui Kepemimpinan sebagai Variabel Intervening.

Akhirnya penulis menyarankan kepada pihak SMP Negeri 1 Simpati Kabupaten Pasaman untuk dapat meningkatkan Budaya Organisasi dan Profesional Guru terhadap kinerja Guru melalui Kepemimpinan sebagai Variabel Intervening.

Kata kunci : Budaya organisasi, Profesional Guru, Kepemimpinan dan kinerja Karyawan

ABSTRACT

This study aims to find out how much Influence Organizational Culture, Teacher Professionalism, and Leadership, jointly and partially on Teacher Performance. Research variables are Organizational Culture (X_1), Teacher Professionalism (X_2), Leadership (Z) and Teacher Performance (Y). Data collection methods through surveys and circulating questionnaires. The analysis method used is validity and reliability test, correlation analysis, multiple regression analysis, for hypothesis test used i.e. t test and F test.

The results of this study show that (1) Organizational Culture has a positive and significant effect on leadership. (2) The Teacher's profession has a positive and significant effect on leadership. (3) Organizational Culture has a positive and significant effect on Teacher Performance. (4) Professional Teachers have a positive and significant effect on Teacher Performance. (5) Leadership has a positive and significant effect on Teacher Performance. (6) Organizational Culture affects Teacher Performance through Leadership as Intervening

Variables.. (7) The Teacher's Profession affects Teacher Performance through Leadership as An Intervening Variable.

Finally, the author suggested to SMP Negeri 1 Simpati Pasaman regency to be able to improve organizational culture and teacher professionals towards teacher performance through Leadership as Intervening Variables.

Keywords: Organizational culture, Professional Teachers, Leadership and Employee performance