

**PENGARUH *SERVANT LEADERSHIP* DAN KINERJA GURU
TERHADAP EFEKTIVITAS PROGRAM TAHUNAN
SEKOLAH DASAR SWASTA DI KOTA BANDUNG**

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ABSTRAK

Penelitian ini bertujuan menganalisis pengaruh *servant leadership* dan kinerja guru terhadap efektivitas program tahunan Sekolah Dasar Swasta di Kota Bandung. Penelitian ini penting dilakukan karena efektivitas program tahunan yang baik dapat meningkatkan kualitas dan tingkat persaingan sekolah di masyarakat.

Metode penelitian yang digunakan adalah deskriptif kuantitatif, yaitu penggunaan angket sebagai alat pengumpul data. Data penelitian diperoleh dari 30 Sekolah Dasar Swasta di Kota Bandung dengan sasaran responden kepala sekolah, komite sekolah, guru, dan tata usaha.

Temuannya, penerapan *servant leadership*, kinerja guru, dan efektivitas program tahunan Sekolah Dasar Swasta di Kota Bandung sudah berjalan dengan baik, yaitu 75%, 64,17%, dan 80% berada pada kategori tinggi. Terdapat pengaruh positif dan signifikan antara *servant leadership* terhadap efektivitas program tahunan sekolah. Terdapat pengaruh positif dan signifikan antara kinerja guru terhadap efektivitas program tahunan. Secara simultan, peran *servant leadership* dan kinerja guru memberikan pengaruh positif dan signifikan terhadap efektivitas program tahunan Sekolah Dasar Swasta di Kota Bandung, yaitu 60,2%.

Kesimpulannya, peran *servant leadership* dan kinerja guru memberikan pengaruh positif dan signifikan terhadap efektivitas program tahunan Sekolah Dasar Swasta di Kota Bandung. Tingginya efektivitas program tahunan sekolah dapat meningkatkan kualitas peran kepemimpinan dan kinerja.

Penelitian ini memberikan kontribusi dalam implementasi efektivitas program tahunan sekolah di masa depan. Secara khusus, penelitian ini menyarankan agar *stakeholders* internal maupun eksternal dilibatkan dalam merencanakan dan menyusun program tahunan sekolah.

Kata kunci: servant leadership, kinerja guru, dan efektivitas program tahunan.

The Effect of Servant Leadership and Teacher's Performance to The Effectiveness of Private Elementary Schools' Annual Programs in City of Bandung

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ABSTRACT

This research aimed to analyze the influence of *Servant Leadership* and teachers' performance to the effectiveness annual in city of Bandung. This research is necessary to be conducted because the effectiveness of good annual programs can enhance quality and competitiveness school level in society.

This research uses quantitative-descriptive research method in which a questioner collects the data. The data in this research is taken from private elementary Christian Catholic schools in city of Bandung as the source of research sample. The data which has been gotten is analyzed with statistics, then, compared with theoretical analysis and earlier research findings.

Based on research data analysis which is found, the data has shown that the implementation of servant leadership, teachers' performance, annual programs in private elementary schools have been done well with the percentage result, 75 %, 64.17%, and 80 % which are categorized high. There is also a positive and significant impact between *servant leadership* to the effectiveness annual school program. Moreover, there is a positive and significant effect between teachers' performance to the annual programs effectiveness. Simultaneously, then, servant leadership and teachers' performance role have given positive and significant impact to the effectiveness of private elementary schools' annual programs in city of Bandung, lying in 60.2 %.

In summary, this research concludes that *servant leadership* and *teachers' performance* role has contributed positively and significantly to the effectiveness of private schools' annual programs in city of Bandung. The high effectiveness of schools' annual programs can improve the role quality of a school leader and teachers' performance.

The result of this research is expected to contribute in implementing the effectiveness of schools' annual programs in the future. Particularly, this research suggests that both all internal and external stakeholders be involved in programming and arranging schools' annual program.

Key words: servant leadership, teachers' performance, and the effectiveness of annual programs