

PENGARUH NORMA ORGANISASI DAN KOMITMEN WARGA SEKOLAH TERHADAP EFEKTIFITAS IMPLEMENTASI RENSTRA PADA SMP SWASTA DI KOTA CILEGON

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ABSTRAK

Rencana strategik sekolah disusun untuk meningkatkan kualitas pembelajaran dan kualitas institusi yang memilikinya. Untuk itu dibutuhkan analisis yang baik supaya rencana strategik tersebut dapat diimplementasikan dalam bentuk tindakan. Beberapa hasil penelitian menyebutkan bahwa faktor-faktor seperti kepemimpinan, budaya organisasi, dan komitmen, berpengaruh terhadap keefektifan implementasi rencana strategik.

Permasalahan yang ingin dijawab meliputi bagaimana norma organisasi, bagaimana komitmen warga sekolah, bagaimana efektifitas implementasi renstra, seberapa besar pengaruh norma organisasi terhadap efektifitas implementasi renstra, seberapa besar pengaruh komitmen warga sekolah terhadap efektifitas implementasi renstra, dan secara simultan, seberapa besar pengaruh norma organisasi dan komitmen warga sekolah terhadap efektifitas implementasi renstra.

Penelitian menggunakan pendekatan deskriptif kuantitatif dengan instrumen berupa kuesioner. Sampel berjumlah 30 SMP Swasta di Kota Cilegon.

Hasil penelitian menunjukkan bahwa norma organisasi berada pada kategori sangat tinggi, komitmen warga sekolah berada pada kategori sangat tinggi, begitupun dengan implementasi pada berkategori sangat tinggi

Kesimpulannya bahwa norma organisasi berpengaruh positif, sangat kuat dan signifikan terhadap efektifitas implementasi renstra, komitmen warga sekolah berpengaruh positif, sangat kuat dan signifikan terhadap efektifitas implementasi renstra, dan norma organisasi dan komitmen warga sekolah secara bersama-sama berpengaruh positif, sangat kuat dan signifikan terhadap efektifitas implementasi renstra.

Rekomendasi yang dapat diberikan adalah kepada seluruh stakeholder untuk berpartisipasi aktif dalam organisasi.

Kata kunci :manajemen strategik, rencana strategik, implementasi, budaya organisasi, norma, komitmen.

THE INFLUENCE OF ORGANIZATIONAL NORM AND COMMITMENT OF SCHOOL STAKE HOLDER TO THE EFFECTIVITY OF STRATEGIC PLAN IMPLEMENTATION IN THE PRIVATE SECONDARY SCHOOL IN CILEGON

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ABSTRACT

School's strategic planning arranged to enhance the quality of learning and school it self. There is need for school to analyze strategic planning for turning into implementation as an action plan. Some studies has take place for researching the succeed of strategic planning turning into effective implementation. Those are leadership, organizational culture, and commitment.

The aims of this study is to answer some problems such as: How strategic plan was implemented; How organizational norm was performed; How commitment supported strategic implementation; What the influence of organizational norm to strategic implementation was; What the influence of commitment to strategic implementation was; Simultaneously, What the influence of organizational norm and commitment to strategic implementation was.

This study employed descriptive quantitative approach with a questionnaire as its instrument. The sample of this study was 30 private secondary school in Cilegon.

The findings revealed that: the category of organizational norm was very good; the category of commitment was very good; the category of effectivity of strategic implementation was very good

It can be concluded therefore that: organizational norm had a positive and significant influence to the effectivity strategic implementation strongly; commitment had a positive and significant influence to the effectivity of strategic implementation strongly; simultaneously, organizational norm and commitment had a positive and significant influence to the effectivity of strategic strongly.

It was therefore recommended that stakeholders should participate in organizations actively.

Keywords :strategic management, strategic plan, implementation, organizational culture, organizational norm, commitment.