

PENGARUH IKLIM SEKOLAH DAN MOTIVASI KERJA TERHADAP KINERJA KEPALA SEKOLAH DASAR NEGERI DI KECAMATAN LEMBANG

Afifah Purnamasari
1308051

ABSTRAK

Kinerja kepala sekolah menjadi penentu keberhasilan mutu pendidikan di sekolah. Banyak faktor yang mempengaruhi kinerja kepala sekolah, dua diantaranya adalah iklim sekolah dan motivasi kerja. Masalah pokok dalam penelitian ini adalah seberapa besar pengaruh iklim sekolah dan motivasi kerja terhadap kinerja Kepala Sekolah Dasar (SD) Negeri di lingkungan Kecamatan Lembang. Penelitian ini bertujuan untuk mendeskripsikan iklim sekolah, mendeskripsikan motivasi kerja, mendeskripsikan kinerja kepala sekolah, pengaruh iklim sekolah terhadap kinerja kepala sekolah, pengaruh motivasi kerja terhadap kinerja kepala sekolah, dan pengaruh iklim sekolah dan motivasi kerja terhadap kinerja kepala sekolah. Pendekatan dalam penelitian ini adalah pendekatan kuantitatif dengan metode deskriptif. Teknik pengumpulan data berupa angket. Analisis deskriptif dengan rumus *Weight Means Scores*. Pengujian hipotesis menggunakan teknik korelasi dilanjutkan dengan regresi. Hasil temuan penelitian yang diperoleh ialah: kinerja kepala sekolah berada pada kategori sangat baik, iklim sekolah berada pada kategori sangat baik, motivasi kerja berada pada kategori sangat baik, pengaruh iklim sekolah positif dan signifikan terhadap kinerja kepala sekolah sebesar 45,4% (tinggi); pengaruh motivasi kerja positif dan signifikan terhadap kinerja kepala sekolah 46,4% (tinggi); dan pengaruh iklim sekolah serta motivasi kerja bersama – sama positif dan signifikan terhadap kinerja kepala sekolah sebesar 52,7% (tinggi) dan sebesar 47,3% dipengaruhi faktor lain.

Kata Kunci: kinerja kepala sekolah, iklim sekolah, motivasi kerja

THE INFLUENCE OF SCHOOL CLIMATE AND WORK MOTIVATION TOWARDS PRINCIPAL PERFORMANCES' IN ELEMENTARY SCHOOL AT LEMBANG DISTRICT

AfifahPurnamasari
1308051

ABSTRACT

The school principal performances' is a key to achieve the great quality of education in one related school. Two out of numerous factors that affect school principal performance are school climate and the work motivation. The research question of this study is to investigate the immense effect of climate school and work motivation towards the performance of elementary school principal at Lembang district. The aim of the study is to describe: the school's climate, the work motivation, school principal performances', the influence of school climate towards principal' performances, and the influence of work motivation towards school principal performances', and the influence of school climate and work motivation towards school principal performances'. The method of this research is quantitative descriptive analysis-method, with *Weight Means Scores* formula. This research collected the data through questionnaire. The hypothesis of this research is being investigated by correlation technique that continued with regression. The result of the study show that: the school principal performances, the school's climate, and the work motivation are all in a good category. The school's climate influence is positive and quite significance, for about 45.4% (high); the work motivation is also contribute significant influence to school principal performances' for about 46.4 % (high); the school climate and the work motivation are also contribute a significance effect on school principal's performances for about 52,7% (high) whilst for about 47,3% is being affected by another factor.

Keywords: principal performance, school climate, work motivation