

## ABSTRAK

### **PENGARUH KEMAMPUAN MANAJERIAL KEPALA SEKOLAH DAN IKLIM SEKOLAH TERHADAP KINERJA GURU PRODUKTIF SMK NEGERI SE-KABUPATEN INDRAMAYU**

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Penelitian ini bertujuan untuk mengetahui pengaruh manajerial kepala sekolah dan iklim sekolah terhadap kinerja guru produktif SMK Negeri se-Kabupaten Indramayu dengan metodologi deskriptif kuantitatif. Adapun rumusan masalah yang dimunculkan dalam penelitian ini berkenaan dengan: 1) bagaimana kondisi manajerial kepala sekolah, iklim sekolah, dan kinerja guru produktif SMK Negeri se-Indramayu, 2) Bagaimana pengaruh manajerial kepala sekolah terhadap kinerja guru produktif di SMK Negeri se-Kabupaten Indramayu, 3) bagaimana pengaruh iklim sekolah terhadap kinerja guru produktif di SMK Negeri se-Kabupaten Indramayu, serta 4) bagaimana pengaruh manajerial kepala sekolah dan iklim sekolah bersama-sama terhadap kinerja guru produktif di SMK Negeri se-Kabupaten Indramayu. Penelitian ini menggunakan metode deskriptif dan pendekatan kuantitatif. Hasil penelitian terhadap 61 guru produktif SMK Negeri di Kabupaten Indramayu diperoleh hasil sebagai berikut: 1) dari skor rata-rata yang ditunjukkan, variabel manajerial kepala sekolah dan kinerja guru produktif termasuk pada kategori tinggi. Sedangkan iklim sekolah dari skor yang ditunjukkan termasuk pada kategori sangat tinggi. 2) manajerial kepala sekolah berpengaruh terhadap kinerja guru produktif sebesar 13%. 2) iklim sekolah berpengaruh terhadap kinerja guru produktif sebesar 46,6%, dan 3) secara simultan pengaruh manajerial kepala sekolah dan iklim sekolah terhadap kinerja guru produktif sebesar 47,2%.

***Kata kunci: Manajerial kepala sekolah, iklim sekolah, dan kinerja guru produktif SMK Negeri***

## ABSTRACT

### INFLUENCE OF PRINCIPAL'S MANAGERIAL PERFORMANCE AND SCHOOL CLIMATE ON PRODUCTIVE TEACHERS' PERFORMANCE AT PUBLIC VOCATIONAL SCHOOL IN INDRAMAYU

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This study aims how to identify the effect of managerial principals and school climate toward productive teachers' performance at all vocational public school (SMK) in Indramayu with quantitative descriptive methodology research. The formulation of the issues in this study is about: 1) The condition of the managerial principal, school climate and productive teachers' performance at all vocational public school (SMK) in Indramayu, 2) the influence of principals' managerial skill on productive teachers' performance at all vocational public school (SMK) in Indramayu, 3) the influence of school climate on the performance of the productive teacher at all vocational public school (SMK) in Indramayu, and 4) the influence of principals' managerial skill and school climate all together on productive teachers' performance at all vocational public school (SMK) in Indramayu. This research uses descriptive method and quantitative approaches. The study on 61 productive teachers at all public vocational school in Indramayu as obtained the following results: 1) from three average scores indicated, the principals' managerial variable and productive teachers' performance show high category. While the school climate on the score indicated, belongs to very high category; 2) principals' managerial effect on teacher performance is 13%; 2) the school climate's effect on the productive teachers' performance earns 46.6%; and 3) the simultaneous effect of principals' managerial and school climate toward productive teachers; performance earns 47.2%.

**Keywords: Principals' managerial Performance, school climate and productive teachers' performance at vocational public school (SMK)**