

ABSTRAK

Penelitian ini berjudul “Pengaruh Gaya Kepemimpinan Transformasional Kepala Sekolah Terhadap Disiplin Kerja Guru Di SMK Swasta Se-Kota Cimahi”. Masalah yang diangkat dalam penelitian ini mengenai disiplin kerja guru di SMK swasta se-kota cimahi. Hal ini diperoleh berdasarkan hasil wawancara dengan salah satu pengawas SMK, dan salah satu kepala sekolah dan salah satu guru SMK swasta kota cimahi, dan dimana di SMK tersebut masih adanya guru yang datang terlambat, masih adanya guru yang terlambat dalam menyelesaikan tugas, masih adanya guru yang tidak menaati peraturan yang sudah ditetapkan.

Secara umum penellitian ini bertujuan untuk mengetahui gambaran mengenai pengaruh gaya kepemimpinan transformasional kepala sekolah terhadap disiplin kerja guru. Metode yang digunakan dalam penelitian ini yaitu metode deskriptif dengan pendekatan kuantitatif. Teknik pengumpulan data ini menggunakan angket/kuisisioner tertutup yang disebarluaskan kepada 83 guru di SMK swasta se-kota cimahi.

Hasil pengolahan WMS (*Weight Mean Score*) menunjukkan bahwa kecendrungan umum responden gaya kepemimpinan transformasional kepala sekolah dalam kategori tinggi dengan rata-rata skor keseluruhan 3,97 . Sedangkan untuk disiplin kerja guru di SMK swasta se-kota cimahi setelah diteliti dengan statistik termasuk dalam kategori sangat tinggi dengan rata-rata skor keseluruhan 4,02. Hasil uji normalitas diketahui bahwa kedua variabel berdistribusi norma variabel X (Gaya Kepemimpinan Transformasional) $0,669 > 0,05$ dan variabel Y (Disiplin Kerja Guru) $0,194 > 0,05$ pengujian hipotesis menggunakan statistik parametrik. Berdasarkan hasil perhitungan koefisien korelasi antara variabel X dan variabel Y sebesar 0,187 hal tersebut menunjukkan bahwa disiplin kerja guru di SMK swasta se-kota cimahi dipengaruhi oleh gaya kepemimpinan trasformasional kepala sekolah. Hasil perhitungan signifikansi nilai t_{hitung} sebesar 1,714 sedangkan nilai t_{tabel} sebesar 1,664. Maka Ho ditolak dan Ha diterima. Hal tersebut menunjukkan bahwa hipotesis yang diajukan dapat diterima, yang artinya “Terdapat pengaruh yang positif dan signifikan dari gaya kepemimpinan transformasional kepala sekolah terhadap disiplin kerja guru di SMK swasta se-kota cimahi”.

Kata kunci: Gaya kepemimpinan Transformsional Kepala Sekolah, Disiplin Kerja Guru, Guru

ABSTRACT

The study entitled "the influence of Transformational leadership style Against the principal Work Discipline teacher At private vocational school's on Cimahi ". Issues raised in this study about work discipline teacher At private vocational school's on Cimahi. It is retrieved based on the results of interviews with one of the CMS supervisor, and one principal and one At private vocational school's on Cimahi, and where in the private vocational school is still the presence of the teacher who comes too late, it is still the presence of the teacher who was late in completing tasks, is still the presence of teachers who do not comply with the regulations that are already set. In general this penellitian aims to find out the reflection of the influence of transformational leadership style against the principal work discipline teachers. Methods used in this research is descriptive method quantitative approach. This data collection techniques using question form/questionnaire distributed to covered 83 teacher in At private vocational school's on Cimahi.

The results of the processing of WMS (Weight Mean Score) the general trend shows that the respondents a transformational leadership style in a category of high school principals with an average score overall 3.97. As for the working discipline At private vocational school's on Cimahi once examined the statistics included in this category is very high with the average score overall 4.02. Normality test results known that secondvariable is Gaussian, the norm of the variable X (Transformational leadership style) $0,669 > 0.05$ and variabael Y (Work Discipline teachers) $0,194 > 0.05$ hypothesis testing using the parametik statistics. Based on the results of the calculation of the coefficient of correlation between variables X and Y variables of 0.187 it shows that disciplined work teacher At private vocational school's on Cimahi is influenced by the style of the transformational leadership school principal. The results of the calculation of the significance of the values of t_{hitung} 1.714 of t_{tabel} of value while the 1.664. Then H_0 denied and H_a is received. It is shown that the hypothesis proposed is acceptable, which means "there is a positive and significant influence of transformational leadership style against the principal work discipline teacher At private vocational school's on Cimahi ".

Keywords: Transformsional Principal leadership style, Work Discipline teachers, Teacher