

HUBUNGAN KARAKTERISTIK KEPEMIMPINAN DAN KOMPENSASI KEPALA SEKOLAH TERHADAP KINERJA KEPALA SEKOLAH DASAR NEGERI DI KABUPATEN PURWAKARTA

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ABSTRAK

Fokus masalah dalam penelitian ini adalah bagaimana kondisi deskripsi kinerja kepala sekolah, karakteristik kepemimpinan, dan kompensasi kepala sekolah, serta seberapa kuat hubungan karakteristik kepemimpinan dan kompensasi terhadap kinerja kepala sekolah dasar negeri di kabupaten Purwakarta. Metode yang digunakan adalah metode korelasi dengan pendekatan kuantitatif dengan angket sebagai alat pengumpulan data. Sampel penelitian yaitu berjumlah 195 orang kepala sekolah yang tersebar pada 195 unit sekolah dasar negeri. Hasil penelitian mendeskripsikan bahwa hubungan karakteristik kepemimpinan terhadap kinerja kepala sekolah adalah kuat dan positif yaitu sebesar 0,644. Dengan koefisien determinasi 41,4%. Hubungan kompensasi terhadap kinerja kepala sekolah sangat rendah dan positif yaitu sebesar 0,122, dengan koefisien determinasi 1,4%, dan hubungan karakteristik kepemimpinan dan kompensasi terhadap kinerja kepala sekolah adalah kuat dan positif yaitu sebesar 0,644 dengan koefisien determinasi sebesar 41,4%. Maka dapat disimpulkan bahwa terdapat hubungan antara karakteristik kepemimpinan dan kompensasi kepala sekolah terhadap kinerja kepala sekolah dasar negeri di kabupaten Purwakarta.

Kata Kunci : Karakteristik, Kepala Sekolah, Kepemimpinan, Kinerja, Kompensasi

RELATIONSHIP OF CHARACTERISTICS OF LEADERSHIP AND PRINCIPAL COMPENSATION TO PRINCIPAL PERFORMANCE OF PUBLIC PRIMARY SCHOOL IN PURWAKARTA DISTRICT

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ABSTRACT

The focus of the problem in this study is how the condition of the principal's performance description, leadership characteristics, and compensation of the principal, as well as how strong the relationship of leadership characteristics and compensation to the performance of the head of the public elementary school in Purwakarta district. The method used is the method of correlation with quantitative approach with the questionnaire as a means of data collection. The sample of research is amounted to 195 principalr who spread in 195 unit of public elementary school. The results describe that the relationship of leadership characteristics to the principal performance is strong and positive that is equal to 0.644 with determination coefficient 41.4%. The relation of compensation to principal performance is very low and positive is 0,122, with coefficient determination 1,4%, and relationship of leadership characteristic and compensation to headmaster performance is strong and positive that is equal to 0,644 with coefficient of determination equal to 41,4%. So it can be concluded that there is a relationship between leadership characteristics and principal compensation on the performance of the principal of public primary school in Purwakarta district.

Key Words: Characteristics, Compensation, leadership, Performance, Principal

