

ABSTRAK

PENGARUH KEPEMIMPINAN KEPALA SEKOLAH DAN IKLIM ORGANISASI SEKOLAH TERHADAP BUDAYA KERJA GURU (Studi Di SD Negeri Gugus I Kecamatan Purwadadi Kabupaten Ciamis)

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Budaya kerja guru merupakan salah satu faktor penting dalam meningkatkan kualitas pendidikan di sekolah. Namun, masih terdapat permasalahan terkait rendahnya budaya kerja guru yang dipengaruhi oleh berbagai faktor, di antaranya kepemimpinan kepala sekolah dan iklim organisasi sekolah. Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan kepala sekolah sebagai manajer dan iklim organisasi sekolah terhadap budaya kerja guru di SD Negeri Gugus I Kecamatan Purwadadi Kabupaten Ciamis. Penelitian menggunakan metode kuantitatif dengan pendekatan deskriptif dan verifikatif. Populasi penelitian sebanyak 96 guru dengan teknik total sampling. Pengumpulan data dilakukan melalui kuesioner, kemudian dianalisis menggunakan regresi linier berganda dengan uji t dan uji F. Hasil penelitian menunjukkan bahwa kepemimpinan kepala sekolah berpengaruh positif dan signifikan terhadap budaya kerja guru. Iklim organisasi sekolah juga berpengaruh positif dan signifikan terhadap budaya kerja guru. Secara simultan, kedua variabel tersebut berpengaruh signifikan terhadap budaya kerja guru. Kesimpulan penelitian ini menunjukkan bahwa semakin baik kepemimpinan kepala sekolah dan semakin kondusif iklim organisasi sekolah, maka semakin baik pula budaya kerja guru. Penelitian ini memberikan kontribusi dalam pengembangan manajemen pendidikan, khususnya dalam upaya peningkatan budaya kerja guru melalui penguatan kepemimpinan dan iklim organisasi sekolah.

Kata kunci: kepemimpinan kepala sekolah, iklim organisasi, budaya kerja guru

ABSTRACT

THE EFFECT OF SCHOOL PRINCIPAL LEADERSHIP AND SCHOOL ORGANIZATIONAL CLIMATE ON TEACHERS' WORK CULTURE (A Study at Public Elementary Schools in Cluster I, Purwadadi District, Ciamis Regency)

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Teachers' work culture is a crucial factor in improving the quality of education in schools. However, challenges related to suboptimal work culture among teachers are still evident, which may be influenced by various factors, including the principal's leadership and the school organizational climate. This study aims to analyze the influence of the principal's leadership as a manager and the school organizational climate on teachers' work culture at SD Negeri Gugus I, Purwadadi District, Ciamis Regency. This study employed a quantitative method with descriptive and verificative approaches. The population consisted of 96 teachers, and total sampling was applied. Data were collected using questionnaires and analyzed through multiple linear regression with t-test and F-test. The results showed that the principal's leadership has a positive and significant effect on teachers' work culture. The school organizational climate also has a positive and significant effect on teachers' work culture. Simultaneously, both variables significantly influence teachers' work culture. In conclusion, better principal leadership and a more conducive organizational climate contribute to an improved teachers' work culture. This study contributes to the development of educational management, particularly in enhancing teachers' work culture through strengthening leadership and organizational climate.

Keywords: school principal leadership, organizational climate, teachers' work culture