

Pengaruh Kepemimpinan Kepala Sekolah dan Lingkungan Kerja Terhadap Kinerja Guru di SD Negeri Se-Kabupaten Bintan

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Abstrak

Sekolah merupakan salah satu lembaga alternatif pelayanan pendidikan. Sekolah sebagai suatu lembaga yang memiliki visi, misi, tujuan dan fungsi sehingga memerlukan tenaga profesional, tata kerja organisasi dan sumber-sumber yang mendukung baik finansial maupun non finansial salah satunya adalah guru. Peningkatan kualitas pembelajaran dipengaruhi oleh kinerja guru. Kinerja guru yang optimal jika diintegrasikan dengan komponen-komponen yang ada di sekolah, diantaranya kepala sekolah dan lingkungan sekolah. Tujuan penelitian ini adalah untuk mengetahui pengaruh kepemimpinan kepala sekolah terhadap kinerja guru, lingkungan kerja terhadap kinerja guru, dan pengaruh kepemimpinan kepala sekolah bersama-sama dengan lingkungan kerja terhadap kinerja guru di SD Negeri Se-Kabupaten Bintan. Teknik pengumpulan data dengan menggunakan angket, wawancara, dan observasi. Item angket yang diberikan telah dianalisis validitas dan reliabilitas. Hasil penelitian ini menunjukkan bahwa (1) kepemimpinan kepala sekolah berpengaruh signifikan terhadap kinerja guru (2) lingkungan kerja berpengaruh signifikan terhadap kinerja guru (3) kepemimpinan kepala sekolah dan lingkungan kerja sama-sama berpengaruh signifikan terhadap kinerja guru.

Kata Kunci: Kepemimpinan Kepala Sekolah, Lingkungan Kerja, Kinerja Guru

The Influence of Principal's Leadership and Work Environment on Teacher Performance in Public Elementary Schools in Bintan Regency

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Abstract

School is one of the alternative institutions for educational services. School as an institution that has a vision, mission, goals and functions hence it requires professional staffs, organizational work procedures and sources that support both financial and non-financial, one of which is teachers. Improving the quality of learning is influenced by teacher performance. Teacher performance is said optimal if it is integrated with existing components in the school, including the principal and the school environment. The purpose of the present study was to determine the effect of the principal's leadership on teacher performance, the work environment on teacher performance, and the influence of the principal's leadership together toward work environment on teacher performance in SD Negeri in Bintan Regency. The data were collected using questionnaires, interviews, and observations. The given questionnaire items have been analyzed for validity and reliability. This study presented the findings of research that (1) the principal's leadership has a significant effect on teacher performance (2) the work environment has a significant effect on teacher performance (3) the principal's leadership and work environment both have a significant effect on teacher performance.

Keywords: Principal's Leadership, Work Environment, Teacher Performance