

## ABSTRAK

Yuli Ratna Priantika, NIM 17.2041.2020. Program Studi Magister Manajemen Pascasarjana Universitas Muhammadiyah Jember, Juni 2019, *Pengaruh Gaya Kepemimpinan dan Budaya Kerja terhadap Profesionalisme Guru dan Kinerja Guru SD Negeri Se-Kecamatan Tenggarang Kabupaten Bondowoso dengan Profesionalisme Guru sebagai Variabel Intervening*. Dosen Penguji: Dr. Abadi Sanrosa, MM. Dosen Pembimbing: Dr. Hanafi, M.Pd. dan Dr. Toni Herlambang, M.M.

Guru sebagai tenaga pendidik memiliki peranan yang sangat penting dalam menciptakan sumber daya manusia yang berkualitas. Oleh karena itu kinerja seorang guru juga akan menentukan kualitas dan kuantitas peserta didik. Naik turunnya kinerja guru dapat dipengaruhi oleh beberapa faktor, yaitu gaya kepemimpinan kepala sekolah, budaya kerja, dan profesionalisme guru.

Penelitian ini bertujuan untuk: (1) mengetahui pengaruh gaya kepemimpinan terhadap kinerja guru, (2) mengetahui pengaruh budaya kerja terhadap kinerja, (3) mengetahui pengaruh gaya kepemimpinan terhadap profesionalisme guru, (4) mengetahui pengaruh budaya kerja guru terhadap profesionalisme guru, (5) mengetahui pengaruh profesionalisme guru terhadap kinerja guru, (6) mengetahui pengaruh gaya kepemimpinan terhadap kinerja guru melalui profesionalisme guru, (7) mengetahui pengaruh budaya kerja terhadap kinerja guru melalui profesionalisme guru.

Penelitian ini merupakan penelitian kuantitatif. Populasi dalam penelitian ini adalah guru SD Negeri se-kecamatan Tenggarang kabupaten Bondowoso dengan sampel berjumlah 100 guru menggunakan teknik *purposive sampling*. Teknik analisis data yang digunakan adalah *Structural Equation Modeling* dengan *software* WarpPLS 6.0.

Hasil penelitian ini yang didasarkan pada penyebaran kuisioner terhadap 100 guru menunjukkan bahwa: (1) Gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja guru. (2) Budaya kerja berpengaruh positif dan signifikan terhadap kinerja guru. (3) Gaya kepemimpinan berpengaruh positif dan signifikan terhadap profesionalisme guru. (4) Budaya kerja berpengaruh positif namun tidak signifikan terhadap profesionalisme guru. (5) Profesionalisme guru berpengaruh positif namun tidak signifikan terhadap kinerja guru. (6) Secara tidak langsung gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja melalui profesionalisme guru. (7) Secara tidak langsung budaya kerja berpengaruh positif dan signifikan terhadap kinerja guru melalui profesionalisme guru.

Kata kunci: Gaya Kepemimpinan, Budaya Kerja, Profesionalisme Guru, dan Kinerja

## ABSTRACT

Yuli Ratna Priantika, NIM 17.2041.2020. Master of Management Study, Postgraduate of Muhammadiyah University of Jember. June 2019, *The Effect of Leadership Style and Work Culture on Teacher Professionalism and Teacher Performance National Elementary School at Tenggarang District Bondowoso by Teacher Professionalism as Intervening Variable*. The Examiner: Dr. Abadi Sanrosa, MM. Advisor: Dr. Toni Herlambang, MM and Dr. Hanafi, M.Pd

Teachers as educators have a very important role in creating quality human resources. Therefore the performance of a teacher will also determine the quality and quantity of students. The ups and downs of teacher performance can be influenced by several factors, namely the principal's leadership style, work culture, and teacher professionalism

The aims of this research are: (1) find out the influence of leadership style on teacher performance, (2) find out the effect of work culture on performance, (3) find out the influence of leadership style on teacher professionalism, (4) find out the influence of teacher work culture on teacher professionalism (( 5) knowing the effect of teacher professionalism on teacher performance, (6) knowing the influence of leadership style on teacher performance through teacher professionalism, (7) knowing the effect of work culture on teacher performance through teacher professionalism.

This research is quantitative research with experiment method. Population in this research is teachers of Public Elementary Schools in Tenggarang, Bondowoson, and the sample of this research are 100 teachers by using purposive sampling technique. The data analyzed by Structural Equation Modeling with WarpPLS 6.0 software.

The results of this study based on the distribution of questionnaires to 100 teachers indicate that: (1) The leadership style has a positive and significant effect on teacher performance. (2) Work culture has a positive and significant effect on teacher performance. (3) Leadership style has a positive and significant effect on teacher professionalism. (4) Work culture has a positive but not significant effect on teacher professionalism. (5) Teacher professionalism has a positive but not significant effect on teacher performance. (6) Indirectly the leadership style has a positive and significant effect on performance through teacher professionalism. (7) Indirectly the work culture has a positive and significant effect on teacher performance through teacher professionalism.

Kata kunci: Leadership Style, Work Culture, Teacher Professionalism, and Performance