

ABSTRAK

Fakultas Ekonomi dan Bisnis

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Martina Maharani
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Pengaruh Kepemimpinan Kepala Sekolah, Disiplin Kerja, dan Lingkungan Kerja Terhadap Kinerja Guru Yayasan Raudlatul Mu'allimin Kabupaten Demak Serta Tinjauannya Dari Sudut Pandang Islam

80 + xv halaman, 19 tabel, 2 gambar dan 5 lampiran

Abstrak

Penelitian ini bertujuan untuk mengetahui Pengaruh Kepemimpinan Kepala Sekolah, Disiplin Kerja, dan Lingkungan Kerja Terhadap Kinerja Guru Serta Tinjauannya Dari Sudut Pandang Islam. Sampel penelitian ini adalah Guru Yayasan Raudlatul Mu'allimin Kabupaten Demak dengan jumlah 66 orang. Dengan teknik pengambilan sampel jenuh. Data dikumpulkan dengan menggunakan instrument kuesioner dan dianalisis menggunakan yaitu *Partial Least Square Structural Equation Modelling*. Hasil penelitian menunjukkan bahwa: (1) kepemimpinan kepala sekolah berpengaruh positif dan signifikan terhadap kinerja guru (*p-value*: <0.001) (2) disiplin kerja berpengaruh positif dan tidak signifikan terhadap kinerja guru (*p-value*: 0.078) (3) lingkungan kerja berpengaruh positif dan tidak signifikan terhadap kinerja guru (*p-value*: 0.481) (4) kepemimpinan kepala sekolah, disiplin kerja, dan lingkungan berpengaruh positif dan signifikan terhadap kinerja guru (R^2 : 0.425).

Dalam pandangan islam, kepemimpinan kepala sekolah, disiplin kerja, lingkungan kerja berpengaruh positif terhadap kinerja guru. Islam memerintahkan umatnya untuk menjalankan segala perintah Allah SWT sebagai pedoman dan juga wujud ibadah. Islam mengajarkan umatnya untuk menegakkan sikap disiplin dalam bekerja, sehingga mampu menciptakan suasana kerja yang tertib, aman dan menunjang tercapainya hasil kerja yang efisien. Islam mengajarkan umat manusia agar senantiasa berperilaku yang baik. Dengan berperilaku baik akan terciptanya kondisi atau lingkungan kerja yang damai tentunya akan menghasilkan kinerja guru yang baik.

Kata Kunci : Kepemimpinan Kepala Sekolah, Disiplin Kerja, Lingkungan Kerja, PLS.

ABSTRACT

*Faculty of Economics and Business
Study Program S-1 Management
2021*

Martina Maharani
120.2017.151

The Influence of Principal Leadership, Work Discipline, and Work Environment on Teacher Performance at the Raudlatul Mu'allimin Foundation, Demak Regency and its Review from an Islamic Perspective

80 + xv pages, 19 table, 2 pictures and 5 attachment

Abstract

This study aims to determine the effect of principal's leadership, work discipline, and work environment on teacher performance and its review from an Islamic point of view. The sample of this research is the teacher of the Raudlatul Mu'allimin Foundation, Demak Regency with a total of 66 people. With saturated sampling technique. Data were collected using a questionnaire instrument and analyzed using Partial Least Square Structural Equation Modeling. The results showed that: (1) principal leadership had a positive and significant effect on teacher performance (p-value: <0.001) (2) work discipline had a positive and insignificant effect on teacher performance (p-value: 0.078) (3) environment work has a positive and insignificant effect on teacher performance (p-value: 0.481) (4) principal's leadership, work discipline, and the environment have a positive and significant effect on teacher performance (R²: 0.425).

In the view of Islam, principal leadership, work discipline, work environment have a positive effect on teacher performance. Islam commands its people to carry out all the commands of Allah SWT as a guide and also a form of worship. Islam teaches its people to enforce a disciplined attitude at work, so as to be able to create an orderly, safe work atmosphere and support the achievement of efficient work results. Islam teaches mankind to always behave well. By behaving well, it will create conditions or a peaceful work environment which will certainly result in good teacher performance.

Keywords: Principal Leadership, Work Discipline, Work Environment, PLS.