

**THE RELATIONSHIP BETWEEN PRINCIPAL LEADERSHIP
AND SCHOOL CLIMATE AND TEACHERS' JOB
SATISFACTION OF THE SPK SECONDARY SCHOOL IN
PAMULANG, TANGERANG SELATAN**

THESIS



By:

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**EDUCATION ADMINISTRATION/MANAGEMENT MAGISTER
GRADUATE PROGRAM
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Sisilia Juni Arianti

ABSTRACT

Sisilia Juni Arianti. (2019). *The Relationship between Principal Leadership and School Climate and Teachers' Job Satisfaction of SPK Secondary School in Pamulang, Tangerang Selatan*. Jakarta: Universitas Kristen Indonesia.

The job satisfaction is an important issue among teachers when dealing with the rolling speed in institution. There are many factors influence the job satisfaction, among others are the principal leadership and the school climate. This research aimed to know the relationship between those factors.

This research is a correlation study. The sample of this research is the teachers in SPK Secondary School in Pamulang, Tangerang Selatan. To obtain the data, questionnaires were distributed to 32 respondents.

The validity of the questionnaires was checked by using the Product Moment Correlation and the reliability was checked by using Alpha Cronbach formula. The data were analyzed using the Product Moment Correlation and Multiple Regression. Most computations utilized SPSS Program.

After the research had been conducted, it was found out that 1.) There was a very strong, positive and significant correlation between the teacher's job satisfaction and the principal leadership, with the computed $r = .890.$, 2.) There was a strong, positive and significant correlation between the teacher's job satisfaction and the school climate, with the computed $r = .795.$, and 3.) There was a very strong, positive and significant correlation between and the principal leadership and the school climate to the teacher's job satisfaction, with the computed $r = .905.$

The findings showed that opportunity to develop, relationship between leaders and teachers, and sense of responsibility are the indicators that are very prominent in each variable. The conclusions are 1). The higher the principal leadership is, the higher the teachers' job satisfaction will be., 2). The higher the school climate is, the higher the teachers' job satisfaction will be., 3). The higher the principals leadership and the school climate are, the higher the teachers' job satisfaction will be. Providing adequate support facilities, training, and creating a more relax atmosphere are some recommendations for maintaining the teachers' job satisfaction in that school

Key words: Teachers' Job Satisfaction, Principal Leadership, School Climate

ABSTRAK

Sisilia Juni Arianti. (2019). Hubungan antara Kepemimpinan Kepala Sekolah dan Iklim Sekolah and Kepuasan Kerja Guru di Sekolah Menengah *SPK di Pamulang, Tangerang Selatan*. Jakarta: Universitas Kristen Indonesia.

Kepuasan kerja merupakan isu yang penting diantara para guru saat mengkaji tentang perputaran guru di institusi pendidikan. Beberapa faktor dapat mempengaruhi kepuasan kerja, diantaranya kepemimpinan kepala sekolah dan iklim sekolah. Tujuan dari penelitian ini adalah untuk mengetahui hubungan dari ketiga variabel tersebut, yaitu kepemimpinan kepala sekolah, iklim sekolah, dan kepuasan kerja guru.

Penelitian ini merupakan studi korelasi. Sampel penelitian adalah guru-guru di salah satu sekolah menengah SPK di Pamulang, Tangerang Selatan. Data diambil dengan menggunakan kuesioner yang dibagikan kepada 32 responden.

Validasi kuesioner dilakukan dengan menggunakan Product Moment Correlation dan reliabilitas kuesioner dilakukan dengan menggunakan formula Alpha Cronbach. Data kemudian dianalisa dengan Product Moment Correlation and Regresi Berganda. Sebagian besar penghitungan menggunakan program SPSS.

Setelah penelitian dilakukan, hasil yang didapat adalah 1.) Ada hubungan yang sangat kuat, positif dan signifikan antara kepuasan kerja guru dan kepemimpinan kepala sekolah, dengan hasil $r = .890$. , 2.) Ada hubungan yang kuat, positif dan signifikan antara kepuasan kerja guru dan iklim sekolah, dengan hasil $r = .795$., 3.) Ada hubungan yang sangat kuat, positif dan signifikan antara kepemimpinan kepala sekolah dan iklim sekolah terhadap kepuasan kerja guru, dengan hasil $r = .905$.

Hasil temuan menunjukkan bahwa kesempatan untuk berkembang, hubungan antara kepala sekolah dan guru serta rasa tanggung jawab adalah indikator-indikator yang menonjol pada variabel kepuasan kerja guru, kepemimpinan kepala sekolah dan iklim sekolah. Kesimpulan yang dapat kita tarik adalah 1.) Semakin tinggi kepemimpinan kepala sekolah, semakin tinggi kepuasan kerja guru., 2.) Semakin tinggi kepemimpinan kepala sekolah dan iklim sekolah, semakin tinggi kepuasan kerja guru., 3.) Semakin tinggi kepemimpinan kepala sekolah dan iklim sekolah, semakin tinggi pula kepuasan kerja guru. Penyediaan fasilitas penunjang kerja, pelatihan, dan menciptakan lingkungan kerja yang lebih relaks adalah beberapa rekomendasi untuk meningkatkan kepuasan kerja guru.

Kata Kunci:Kepuasan Kerja Guru, Kepemimpinan Kepala Sekolah, Iklim Sekolah

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