

ABSTRAK

Mahyadi. 190211200280. Pengaruh kepemimpinan Demokratis dan Motivasi kerja Terhadap Kinerja Guru Yayasan Pendidikan dan Dakwa Islam Sabilush Sholihin Desa Socah Kabupaten Bangkalan, dibawah bimbingan Bapak Drs.Ec. Mudji Kuswinarno. S.E., Msi

Beberapa Faktor yang mempengaruhi kinerja guru diantaranya adalah kepemimpinan Demokratis dan Motivasi kerja. Penelitian ini mengambil objek di Yayasan Pendidikan dan Dakwa Islam Sabilush Sholihin Desa Socah Kabupaten Bangkalan. Penelitian ini menggunakan metode kualitatif dengan populasi sebanyak 63 Guru. Tujuan dari penelitian ini adalah 1) untuk mengetahui pengaruh gaya kepemimpinan demokratis terhadap kinerja guru di yayasan pendidikan dan dakwa islam sabilush sholihin kecamatan Socah kabupaten Bangkalan. 2) Untuk mengetahui pengaruh motivasi kerja terhadap kinerja guru di yayasan pendidikan dan dakwa islam sabilush sholihin kecamatan Socah kabupaten Bangkalan. 3) untuk mengetahui pengaruh simultan kepemimpinan Demokratis dan Motivasi kerja terhadap kinerja guru di yayasan pendidikan dan dakwa islam sabilush sholihin kecamatan Socah kabupaten Bangkalan. 4) Untuk mengetahui diantara variabel gaya kepemimpinan demokratis dan motivasi kerja mana yang berpengaruh dominan terhadap kinerja guru di yayasan pendidikan dan dakwa islam sabilush sholihin kecamatan Socah kabupaten Bangkalan.

Berdasarkan hasil uji statistik, ditemukan bahwa 1) gaya kepemimpinan demokratis berpengaruh positif dan signifikan terhadap variabel kinerja Guru di Yayasan dan Pendidikan Dakwah Islam Sabilush Sholihin. Hal ini ditunjukkan bahwa hasil perhitungan uji t adalah t_{hitung} (6.646) > t_{tabel} (1.99962) dengan nilai signifikan $0,000 < 0,05$. 2) motivasi kerja berpengaruh positif dan signifikan terhadap variabel kinerja Guru di Yayasan dan Pendidikan Dakwah Islam Sabilush Sholihin. Hal ini ditunjukkan bahwa hasil perhitungan uji t adalah t_{hitung} (3.203) > t_{tabel} (1.99962) dengan nilai signifikan $0,002 < 0,05$. 3) Secara bersama-sama atau secara simultan variabel independent (gaya kepemimpinan demokratis dan motivasi kerja) berpengaruh positif dan signifikan terhadap variabel dependen (Kinerja Guru di Yayasan dan Pendidikan Dakwah Islam Sabilush Sholihin). Hal ini ditunjukkan bahwa hasil perhitungan uji F adalah F_{hitung} (143.450) > F_{tabel} (3.15) dengan nilai signifikan $0,000 < 0,05$. 4) gaya kepemimpinan demokratis yang berpengaruh dominan terhadap variabel kinerja Guru di Yayasan dan Pendidikan Dakwah Islam Sabilush Sholihin.

Kata Kunci: Gaya Kepemimpinan demokratis, Motivasi kerja, Kinerja guru

ABSTRACT

Mahyadi. 190211200280. The Influence of Democratic Leadership and Work Motivation on Teacher Performance at the Sabilush Sholihin Islamic Education and Dawa Foundation, Socah Village, Bangkalan Regency, under the guidance of Mr. Drs.Ec. Mudji Kuswinarno. S.E., Msi

Several factors that influence teacher performance include democratic leadership and work motivation. This study took the object of the Sabilush Sholihin Islamic Education and Dawa Foundation, Socah Village, Bangkalan Regency. This study uses a qualitative method with a population of 63 teachers. The aims of this study were 1) to determine the effect of democratic leadership style on teacher performance at the Islamic education foundation and dakwa sabilush sholihin, Socah sub-district, Bangkalan district. 2) To determine the effect of work motivation on the performance of teachers at the Islamic education foundation and Dawa Sabilush Sholihin, Socah sub-district, Bangkalan district. 3) to determine the simultaneous effect of democratic leadership and work motivation on teacher performance at the Sabilush sholihin Islamic education and dakwa foundation, Socah sub-district, Bangkalan district. 4) To find out which variables of democratic leadership style and work motivation have the dominant influence on teacher performance in educational and educational foundations. Dakwa Islam Sabilush Sholihin, Socah sub-district, Bangkalan district.

Based on the results of statistical tests, it was found that 1) democratic leadership style had a positive and significant effect on the teacher's performance variable at the Sabilush Sholihin Islamic Da'wah Foundation and Education. It is shown that the result of the t-test calculation is $t_{count} (6.646) > t_{table} (1.99962)$ with a significant value of $0.000 < 0.05$. 2) work motivation has a positive and significant effect on the teacher's performance variable at the Sabilush Sholihin Islamic Da'wah Foundation and Education. It is shown that the result of the t-test calculation is $t_{count} (3.203) > t_{table} (1.99962)$ with a significant value of $0.002 < 0.05$. 3) Together or simultaneously the independent variables (democratic leadership style and work motivation) have a positive and significant effect on the dependent variable (Teacher Performance at the Sabilush Sholihin Islamic Da'wah Foundation and Education). It is shown that the result of the F test calculation is $F_{count} (143.450) > F_{table} (3.15)$ with a significant value of $0.000 < 0.05$. 4) democratic leadership style that has a dominant influence on the teacher's performance variable at the Sabilush Sholihin Islamic Da'wah Foundation and Education

Keywords: Democratic leadership style, work motivation, teacher performance

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