

ABSTRAKSI

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan islami dan budaya organisasi islami terhadap komitmen organisasi serta dampaknya terhadap kinerja guru studi kasus pada SMK Muhammadiyah se-kabupaten Pekaongan. Populasi penelitian ini adalah seluruh guru SMK Muhammadiyah se-kabupaten Pekalongan yang berjumlah 331. Sampel yang diambil sebanyak 181 guru. Sumber data yang digunakan yaitu data primer dan data sekunder. Metode pengumpulan data yang digunakan yaitu kuesioner. Teknik analisis yang digunakan adalah Regresi linier berganda dan uji sobel dengan sebelumnya diuji dengan uji validitas, uji reliabilitas dan uji asumsi klasik. Hasil penelitian menunjukkan bahwa : (1) Kepemimpinan islami terbukti berpengaruh dan signifikan terhadap kinerja guru. (2) Budaya organisasi islami terbukti berpengaruh dan signifikan terhadap kinerja guru. (3) Komitmen organisasi terbukti berpengaruh dan signifikan terhadap kinerja guru. (4) Kepemimpinan islami terbukti berpengaruh dan signifikan terhadap komitmen organisasi. (5) Budaya organisasi islami terbukti berpengaruh dan signifikan terhadap komitmen organisasi. (6) Kepemimpinan islami terbukti berpengaruh dan signifikan terhadap kinerja guru melalui komitmen organisasi sebagai variabel intervening. (7) Budaya organisasi islami tidak terbukti berpengaruh terhadap kinerja guru melalui komitmen organisasi sebagai variabel intervening.

Kata kunci : Kepemimpinan Islami, Budaya Organisasi Islami, Komitmen Organisasi, Kinerja Guru

ABSTRACT

This study aims to analyze the influence of Islamic leadership and the Islamic culture organizations on organizational commitment and its impact on the teacher performance case studies at Muhammadiyah Vocational Schools throughout Pekaongan district. The population of this study were all 331 teachers of all Muhammadiyah Vocational Schools in Pekalongan district. The samples were 181 teachers. The data sources used are primary data and secondary data. Data collection methods used are questionnaires. The analysis technique used is multiple linear regression and sobel test with previously tested by validity test, reliability test and classic assumption test. The results of the study showed that: (1) Islamic leadership proved to be influential and significant towards teacher performance. (2) Islamic organizational culture proved to be influential and significant effect on teacher performance. (3) Organizational commitment proved to be influential and significant effect on teacher performance. (4) Islamic leadership proved to be influential and significant effect on organizational commitment. (5) Islamic organizational culture proved to be influential and significant effect on organizational commitment. (6) Islamic leadership proved to be influential and significant towards teacher performance through organizational commitment as an intervening variable. (7) Islamic organizational culture is not proven to affect teacher performance through organizational commitment as an intervening variable.

Keywords : Islamic Leadership, Islamic Organizational Culture, Commitment Organisasi, Teacher Performance