

ABSTRACT

Fredy Meitrianda Dinata. 2019. The Contribution of Organizational Development and the Principal's Democratic Leadership Style to the Teachers' Performance in Public Elementary Schools Ward of Nanggalo District, of Padang

Based on the conditions found in the field, the teacher tends to wait for instructions from the school principal, lacks initiative and relatively low creativity, often piling up work that should have been completed in the class being taught. In addition, many teachers cannot fulfill their obligations based on their responsibilities. The objectives of this study are 1) how much the contribution of organizational development to teacher performance, 2) how much the contribution of the democratic leadership style of the school head contributes to the teacher's performance, 3) how much the contribution of organizational development and the democratic leadership style of the principal to the performance of teachers in SD Negeri Kecamatan Nanggalo City of Padang.

This research uses an *ex-post facto* approach. The populations of this research are 272 teachers, and taken as a sample are 86 teachers. Data analysis techniques used are partial correlation and multiple linear regression. Research findings show: (1) there is a contribution of organizational development on teachers' performance by 5.4% (2) there is a contribution of organizational development and the democratic leadership style of school principals on teachers' performance by 1,7%. (3) There is a contribution of organizational development and the democratic leadership style of school principals on teachers' performance by 6%. Based on these results, it can be concluded that there is a contribution of organizational development and democratic leadership style of school principals to the performance of Public Elementary School's Teachers in Nanggalo District, Padang City.

Keywords: Organizational Development, Principal's Democratic Leadership Style, Teachers' Performance

ABSTRAK

Fredy Meitrianda Dinata. 2019. Kontribusi Pengembangan Organisasi dan Gaya Kepemimpinan Demokratis Kepala Sekolah terhadap Kinerja Guru SD Negeri Kecamatan Nanggalo Kota Padang.

Berdasarkan kondisi ditemukan dilapangan, guru cenderung menunggu perintah dari kepala sekolah, kurang memiliki inisiatif dan kreativitas yang relatif rendah, sering menumpuk pekerjaan yang semestinya diselesaikan di kelas yang di ajar. Selain itu, banyak diantara guru yang tidak dapat menyelesaikan kewajibannya berdasarkan tanggung jawab yang di emban. Tujuan penelitian ini adalah 1) seberapa besar kontribusi pengembangan organisasi terhadap kinerja guru, 2) seberapa besar kontribusi gaya kepemimpinan demokratis kepala sekolah berkontribusi terhadap kinerja guru, 3) seberapa besar kontribusi pengembangan organisasi dan gaya kepemimpinan demokratis kepala sekolah terhadap kinerja guru di SD Negeri Kecamatan Nanggalo Kota Padang.

Penelitian ini menggunakan pendekatan *ex-post facto*. Populasi dalam penelitian ini sebanyak 272 orang guru, dan diijadikan sampel sebanyak 86 orang guru. Teknik analisis data yang digunakan adalah korelasi parsial dan regresi linear berganda. Temuan penelitian menunjukkan : (1) terdapat kontribusi pengembangan organisasi terhadap kinerja guru sebesar 5.4% (2) terdapat kontribusi pengembangan organisasi dan gaya kepemimpinan demokratis kepala sekolah terhadap kinerja guru sebesar 1,7%. (3) terdapat kontribusi pengembangan organisasi dan gaya kepemimpinan demokratis kepala sekolah terhadap kinerja guru sebesar 6%. Berdasarkan hasil penelitian tersebut dapat disimpulkan bahwa terdapat kontribusi pengembangan organisasi dan gaya kepemimpinan demokratis kepala sekolah terhadap kinerja guru di SD Negeri Kecamatan Nanggalo Kota Padang.

Kata Kunci: Pengembangan Organisasi, Gaya Kepemimpinan Demokratis Kepala Sekolah , Kinerja Guru