

## **ABSTRACT**

*The quality of school education is highly determined by the performance of the teacher. This research was aimed at analyzing the influence of headmaster's leadership style, communication efectivity, and teacher's commitment, on teacher's performance in Santa Ursula BSD Senior High School.*

*The method of this research was quantitive description with path analysis design. The subjects of this research are fix teachers Santa Ursula BSD Senior High School, totaling 38 teachers. The tool used for collecting data in this research was the questionnaire expressed in Linkert Scale. The statitical data obtained from the questionnaires were processed by using a computer program named SmartPLS version 2.0. The reliability of the measurement tool was tested by using construct validity test and reliability test.*

*The result of this research shows that the headmaster's leadership style have significant positive effect on communication efectivity; communication efectivity did not have significant positive effect on teacher's performance; the headmaster's leadership style have significant positive effect on teacher's commitment; teacher's commitment have significant positive effect on teacher's performance; the headmaster leadership style have significant positive effect on teacher's performance. The headmaster's leadership style did not have dirrect effect on teacher's performance. The headmaster's leadership style have undirrect effect on teacher's performance through teacher's commitment*

*Keywords: headmaster's leadership style, communication efectivity, teacher's commitment, teacher's performance*

## ABSTRAK

Kualitas pendidikan suatu sekolah sangat ditentukan oleh kinerja guru. Penelitian ini bertujuan untuk mengetahui tentang pengaruh gaya kepemimpinan kepala sekolah, efektivitas komunikasi, komitmen guru terhadap kinerja guru SMA Santa Ursula BSD.

Metode yang digunakan dalam penelitian ini adalah metode deskripsi kuantitatif dengan desain analisis jalur. Adapun subyek penelitiannya adalah guru tetap SMA Santa Ursula BSD sebanyak 38 guru. Alat pengumpul data yang digunakan dalam penelitian ini adalah kuesioner yang dinyatakan dalam skala Likert. Data statistik diolah dengan menggunakan program SmartPLS versi 2.0. Keandalan alat ukur kuesioner diuji dengan menggunakan uji validitas konstruk dan uji reliabilitas.

Hasil penelitian ini menunjukkan bahwa gaya kepemimpinan kepala sekolah berpengaruh positif secara signifikan terhadap efektivitas komunikasi; efektivitas komunikasi tidak berpengaruh secara signifikan terhadap kinerja guru; gaya kepemimpinan kepala sekolah berpengaruh positif secara signifikan terhadap komitmen guru; komitmen guru berpengaruh positif secara signifikan terhadap kinerja guru; gaya kepemimpinan kepala sekolah tidak berpengaruh secara signifikan terhadap kinerja guru. Gaya kepemimpinan kepala sekolah tidak berpengaruh langsung terhadap kinerja guru dimana gaya kepemimpinan kepala sekolah berpengaruh secara tidak langsung terhadap kinerja guru melalui komitmen guru.

Kata kunci: gaya kepemimpinan kepala sekolah, efektivitas komunikasi, komitmen guru, dan kinerja guru.