

**PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL
TERHADAP KINERJA GURU PNS DI SMK NEGERI 3 WONOSARI
GUNUNGGIDUL DENGAN KOMITMEN KERJA
SEBAGAI VARIABEL INTERVENING**

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ABSTRAK

Tujuan penelitian ini antara lain untuk: (1) mengetahui pengaruh gaya kepemimpinan transformasional terhadap kinerja guru PNS; (2) mengetahui pengaruh gaya kepemimpinan transformasional terhadap kinerja guru melalui komitmen kerja sebagai variabel intervening. Penelitian ini menggunakan metode penelitian deskriptif kuantitatif. Penelitian dilaksanakan di SMK Negeri 3 Wonosari Gunungkidul pada bulan Januari 2023 sampai dengan April 2023. Populasi penelitian ini semua Guru PNS yang berjumlah 54 responden. Sampel menggunakan teknik sampling jenuh. Teknik pengumpulan data menggunakan teknik observasi, teknik dokumentasi, dan kuesioner. Teknik analisis data menggunakan analisis jalur. Untuk menguji hipotesis secara langsung digunakan uji t, sedangkan untuk menguji hipotesis intervening digunakan uji sobel. Berdasarkan hasil analisis data didapatkan: (1) nilai signifikansi t_{hitung} 0.008 < alpha 0.05 dan nilai koefisien regresi positif sebesar 0.415; (2) nilai sobel tes Z sebesar 2.779 > 1.96 dengan tingkat signifikansi 5% sehingga dapat ditarik kesimpulan bahwa ada pengaruh langsung dan tidak langsung antara gaya kepemimpinan transformasional terhadap kinerja guru PNS di SMK Negeri 3 Wonosari Gunungkidul melalui komitmen kerja sebagai variabel intervening.

Kata kunci: Gaya Kepemimpinan Transformasional, Kinerja Guru PNS, Komitmen Kerja

**THE EFFECT OF TRANSFORMATIONAL LEADERSHIP STYLE ON THE
PERFORMANCE OF CIVIL SERVANT TEACHERS AT STATE VOCATIONAL SCHOOL
3 WONOSARI GUNUNGGIDUL WITH
WORK COMMITMENT AS AN INTERVENING VARIABLE**

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ABSTRACT

The aims of this study are to: (1) determine the effect of transformational leadership style on the performance of civil servant teachers; (2) determine the effect of transformational leadership style on teacher performance through work commitment as an intervening variable. This study uses a quantitative descriptive research method. The research was conducted at State Vocational High School 3 Wonosari Gunungkidul from January 2023 to April 2023. The population for this study were all Civil Servant Teachers, totaling 54 respondents. The sample uses saturated sampling technique. Data collection techniques using observation techniques, documentation techniques, and questionnaires. Data analysis technique using path analysis. To test the hypothesis directly used the t test, while to test the intervening hypothesis used the Sobel test. Based on the results of data analysis, it was found: (1) the significance value of tcount was $0.008 < \alpha 0.05$ and the positive regression coefficient value was 0.415; (2) the Z test sobel score is $2.779 > 1.96$ with a significance level of 5% so that it can be concluded that there is a direct and indirect influence between transformational leadership style on the performance of Civil Servant teachers at State Vocational High School 3 Wonosari Gunungkidul through work commitment as a variable intervene.

Keywords: *Transformational Leadership Style, PNS Teacher Performance, Work Commitment*