

ABSTRAK

Harefa, Markus Setia, 2025. peran kepemimpinan transformasional dalam meningkatkan kinerja guru di SMP Negeri 8 Gunungsitoli. Skripsi. Universitas Nias. Dosen pembimbing Suka Aro Waruwu S.E.,S.H.,M.M.

Penelitian ini bertujuan untuk menganalisis peran kepemimpinan transformasional kepala sekolah dalam meningkatkan kinerja guru serta mengidentifikasi faktor-faktor yang mendukung dan menghambat penerapan kepemimpinan transformasional di SMP Negeri 8 Gunungsitoli. Penelitian ini menggunakan metode kualitatif dengan pendekatan studi kasus. Data dikumpulkan melalui wawancara mendalam, observasi, dan dokumentasi, kemudian dianalisis menggunakan model Miles dan Huberman yang meliputi reduksi data, penyajian data, serta penarikan kesimpulan. Hasil penelitian menunjukkan bahwa kepala sekolah telah menerapkan empat dimensi kepemimpinan transformasional, yaitu motivasi inspirasional, keteladanan, stimulasi intelektual, dan perhatian individu. Peran ini berdampak positif terhadap kinerja guru, khususnya dalam membangun semangat kerja, kedisiplinan, dan kreativitas. Namun, penerapannya belum optimal karena pendekatan motivasi yang kurang personal, keterbatasan fasilitas, kurangnya tindak lanjut terhadap ide guru, serta minimnya pendampingan langsung di kelas. Faktor pendukung penerapan kepemimpinan transformasional meliputi iklim kerja yang harmonis, keterbukaan komunikasi antara kepala sekolah dan guru, serta pengalaman kepala sekolah yang memadai. Adapun faktor penghambatnya adalah keterbatasan sarana prasarana, rendahnya partisipasi guru dalam pelatihan, beban administrasi yang tinggi, kurangnya pendampingan teknis, dan perbedaan persepsi terhadap prioritas program sekolah. Kesimpulan dari penelitian ini adalah kepemimpinan transformasional kepala sekolah di SMP Negeri 8 Gunungsitoli sudah terimplementasi dengan baik, namun perlu diperkuat melalui peningkatan personalisasi motivasi, pengadaan fasilitas, pengurangan beban administrasi guru, serta peningkatan pendampingan teknis di kelas. Hasil penelitian ini diharapkan dapat menjadi referensi bagi pengembangan kepemimpinan sekolah yang lebih efektif dalam meningkatkan kinerja guru.

Kata kunci: Kepemimpinan transformasional, kinerja guru, kepala sekolah, faktor pendukung, faktor penghambat.

ABSTRACT

Harefa, Markus Setia, 2025. *The role of transformational leadership in improving teacher performance at SMP Negeri 8 Gunungsitoli*. Thesis. Nias University. Supervisory desc. Suk a Aro Waruwu SE, SH, MM.

This study aims to analyze the role of the principal's transformational leadership in improving teacher performance and to identify the supporting and inhibiting factors in implementing transformational leadership at SMP Negeri 8 Gunungsitoli. This research employed a qualitative method with a case study approach. Data were collected through in-depth interviews, observation, and documentation, and were analyzed using Miles and Huberman's model, which consists of data reduction, data display, and conclusion drawing. The findings reveal that the principal has implemented the four dimensions of transformational leadership, namely inspirational motivation, idealized influence, intellectual stimulation, and individualized consideration. This leadership role positively impacts teacher performance, particularly in fostering work enthusiasm, discipline, and creativity. However, its implementation has not yet reached optimal levels due to less personalized motivation approaches, limited facilities, lack of follow-up on teachers' ideas, and minimal direct classroom assistance. The supporting factors for implementing transformational leadership include a harmonious work climate, open communication between the principal and teachers, and the principal's extensive experience in education. Inhibiting factors include limited infrastructure, low teacher participation in training, high administrative workloads, lack of technical classroom assistance, and differences in perceptions regarding the priority of school programs. It can be concluded that the principal's transformational leadership at SMP Negeri 8 Gunungsitoli has been implemented well but needs to be strengthened through more personalized motivation, provision of adequate facilities, reduction of teachers' administrative workload, and increased technical classroom assistance. The results of this study are expected to serve as a reference for developing more effective school leadership to improve teacher performance.

Keywords: *Transformational leadership, teacher performance, principal, supporting factors, inhibiting factors.*