

ABSTRAK

Halawa, Fediyanus. 2025. Implementasi Gaya Kepemimpinan Partisipatif Kepala Sekolah dan Motivasi dalam Meningkatkan Produktivitas Guru di Sekolah SD Negeri 076080 Sihare'o III Kecamatan Ma'u Kabupaten Nias. Dibawah Pembimbingan Meiman Hidayat Waruwu, S.Sos.,M.Si

Penelitian ini bertujuan untuk mengetahui implementasi gaya kepemimpinan partisipatif kepala sekolah dan peran motivasi guru dalam meningkatkan produktivitas guru, serta mengidentifikasi hambatan-hambatan yang dihadapi dalam penerapannya di SD Negeri 076080 Sihare'o III Kecamatan Ma'u, Kabupaten Nias. Penelitian ini menggunakan pendekatan kualitatif dengan teknik pengumpulan data melalui wawancara mendalam, observasi, dan dokumentasi. Hasil penelitian menunjukkan bahwa gaya kepemimpinan partisipatif di SD Negeri 076080 Sihare'o III mulai membawa dampak positif. Guru menjadi lebih aktif, suasana kerja lebih nyaman, dan kerja sama antar guru semakin baik. Walau belum sempurna, penerapannya berjalan ke arah yang benar dan berpotensi meningkatkan kualitas pendidikan. Motivasi guru dipengaruhi oleh beberapa hal, seperti kebutuhan dasar yang sudah terpenuhi, tetapi masih ada kendala seperti kurangnya fasilitas dan beban kerja yang berat. Guru juga sering harus memakai dana pribadi untuk mendukung kegiatan belajar. Hubungan antar guru cukup baik, namun komunikasi dengan pimpinan masih perlu ditingkatkan. Meski ada hambatan seperti perbedaan pendapat dan keterbatasan waktu, komunikasi yang terbuka membantu mengatasinya. Kepala sekolah berusaha menyesuaikan pendekatan sesuai kondisi guru dan semangat kerja tetap dijaga agar proses pembelajaran berjalan lancar.

Kata Kunci: Gaya Kepemimpinan Partisipatif, Motivasi Guru, Produktivitas Guru

ABSTRACT

Halawa, Fediyanus. 2025. Implementation of the Principal's Participatory Leadership Style and Motivation in Increasing Teacher Productivity at Public Elementary School 076080 Sihare'o III, Ma'u District, Nias Regency. Under the supervision of Meiman Hidayat Waruwu, S.Sos., M.Si.

This study aims to determine the implementation of the principal's participatory leadership style and the role of teacher motivation in improving teacher productivity, as well as to identify obstacles encountered in its implementation at SD Negeri 076080 Sihare'o III, Ma'u District, Nias Regency. This study used a qualitative approach with data collection techniques through in-depth interviews, observation, and documentation. The results showed that the participatory leadership style at SD Negeri 076080 Sihare'o III has begun to have a positive impact. Teachers have become more active, the work atmosphere is more comfortable, and cooperation between teachers is improving. Although not yet perfect, the implementation is moving in the right direction and has the potential to improve the quality of education. Teacher motivation is influenced by several factors, such as basic needs being met, but there are still obstacles such as a lack of facilities and a heavy workload. Teachers also often have to use personal funds to support learning activities. Relationships between teachers are quite good, but communication with the leadership still needs to be improved. Although there are obstacles such as differences of opinion and time constraints, open communication helps overcome these. The principal strives to adapt the approach to the conditions of the teachers and maintains work enthusiasm so that the learning process runs smoothly.

Keywords: Participative Leadership Style, Teacher Motivation, Teacher Productivity