

ABSTRAK

Nopran Jayansyah. 2022. **Pengaruh Gaya Kepemimpinan Kepala Sekolah Dan Komunikasi Internal Terhadap Efektifitas Kerja Guru SMA Taruna Tunas Bangsa**. Skripsi Dibimbing oleh Noviansyah, SE., M.Si. dan M. Mardiansyah, S.E., M.Si.

Penelitian ini membahas tentang Pengaruh Gaya Kepemimpinan Kepala Sekolah Dan Komunikasi Internal Terhadap Efektifitas Kerja Guru SMA Taruna Tunas Bangsa. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 43 orang. Metode analisis yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan bahwa menunjukkan bahwa F_{hitung} sebesar 374,544. Hasil tersebut kemudian dibandingkan dengan F_{tabel} sebesar 3,23. Jadi $F_{hitung} > F_{tabel}$ atau $374,544 > 3,23$, maka keputusannya H_0 ditolak dan H_a diterima, artinya seluruh variabel X yaitu Gaya Kepemimpinan (X1) dan Komunikasi Internal (X2) secara bersama-sama berpengaruh signifikan terhadap Efektifitas kerja guru SMA Taruna Tunas Bangsa. kemudian nilai t_{hitung} untuk variabel Gaya Kepemimpinan (X1) sebesar 3,456 dengan $t_{tabel} = 2,021$ dengan kriteria pengambilan keputusan berdasarkan uji t. Nilai yang diperoleh $t_{hitung} > t_{tabel}$ atau $3,456 > 2,021$, maka keputusannya H_0 ditolak dan H_a diterima artinya gaya kepemimpinan berpengaruh signifikan terhadap efektifitas kerja guru SMA Taruna Tunas Bangsa. Selanjutnya untuk variabel Komunikasi Internal (X2) diperoleh $t_{hitung} = 15,187$, dengan $t_{tabel} = 2,021$. Berdasarkan kriteria keputusan ternyata nilai $t_{hitung} > t_{tabel}$ atau $15,187 > 2,021$, maka keputusannya H_0 ditolak dan H_a diterima artinya Lingkungan kerja berpengaruh signifikan terhadap Efektifitas kerja guru SMA Taruna Tunas Bangsa. Nilai koefisien determinasi (*R Square*) adalah sebesar 0,949 hal ini menunjukkan bahwa sebesar 94,9% sumbangan dari Efektifitas kerja guru SMA Taruna Tunas Bangsa bisa dijelaskan oleh variabel Gaya Kepemimpinan (X1) dan Komunikasi Internal (X2) sedangkan sisanya sebesar 5,1% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini, misalnya kompetensi (upah atau gaji, intensif, penghargaan dan tunjangan), motivasi kerja, pemberdayaan sumber daya manusia, kepuasan kerja dan lain-lain (Wibowo, 2015: 347).

Kata kunci: gaya kepemimpinan, komunikasi internal dan efektifitas kerja

ABSTRACT

Nopran Jayansyah. 2022. *The Influence of Principal's Leadership Style And Internal Communication On The Work Effectiveness Of The Taruna Tunas Bangsa High School Teachers*. Under the guidance of **Noviansyah, SE., M.Si.** and **M. Mardiansyah, S.E., M.Si.**

This study discussed the influence of the principal's leadership style and internal communication on the work effectiveness of Taruna Tunas Bangsa High School teachers. The data collection technique used in this study was through the distribution of questionnaires. The total population was 43 people. The analytical method used was multiple linear regression. The results showed that the Fcount was 374.544. These results were then compared with the F table of 3.23. So $F \text{ count} > F \text{ table}$ or $374.544 > 3.23$, then the decision H_0 was rejected and H_a was accepted, meaning that all X variables, namely Leadership Style (X1) and Internal Communication (X2) together had a significant influence on the effectiveness of the Taruna Tunas High School teacher. then the value of tcount for the Leadership Style variable (X1) was 3,456 with $t_{\text{table}} = 2,021$ with the decision making criteria based on the t test. The value obtained was $t_{\text{count}} > t_{\text{table}}$ or $3,456 > 2,021$, then the decision was H_0 was rejected and H_a was accepted, meaning that leadership style had a significant influence on the work effectiveness of Taruna Tunas Bangsa High School teachers. Furthermore, for the Internal Communication variable (X2), it was obtained $t_{\text{count}} = 15,187$, with $t_{\text{table}} = 2,021$. Based on the decision criteria, it turned out that the value of $t_{\text{count}} > t_{\text{table}}$ or $15,187 > 2,021$, then the decision was H_0 was rejected and H_a was accepted, meaning that the work environment had a significant influence on the work effectiveness of Taruna Tunas Bangsa High School teachers. The value of the coefficient of determination (R Square) was 0.949, this indicated that 94.9% of the contribution of the Taruna Tunas Bangsa High School teacher's work effectiveness can be explained by the Leadership Style (X1) and Internal Communication (X2) variables while the remaining 5.1% influenced by other variables besides the variables in this study, for example competence (wages or salaries, incentives, rewards and benefits), work motivation, empowerment of human resources, job satisfaction and others (Wibowo, 2015: 347).

Keywords: leadership style, internal communication and work effectiveness