

## LEMBAR PERSETUJUAN KOMISI PEMBIMBING

### PENGARUH PEMBERIAN REWARD, KEPEMIMPINAN BUDAYA, DAN KOMITMEN KERJA TERHADAP ETOS KERJA GURU DI SMA NEGERI SE KABUPATEN POHUWATO

#### TESIS

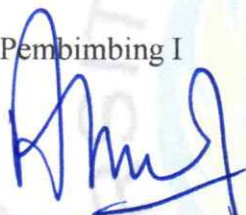
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## LEMBAR PERSETUJUAN DAN PENGESAHAN

### PENGARUH PEMBERIAN REWARD, KEPEMIMPINAN BUDAYA, DAN KOMITMEN KERJA TERHADAP ETOS KERJA GURU DI SMA NEGERI SE KABUPATEN POHUWATO

#### TESIS

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## ABSTRAK

**LILI. 707 519 037. 2021.** *Pengaruh Pemberian Reward, Kepemimpinan Budaya, Dan Komitmen Kerja Terhadap Etos Kerja Guru Di SMA Negeri Se Kabupaten Pohuwato.* Tesis Program Studi S2 Administrasi Pendidikan, Program Pasca Sarjana, Universitas Negeri Gorontalo, di bawah bimbingan Prof., Dr. Astin Lukum, M.Si dan Dr., Nina Lamatenggo, SE., M.Pd.

Penelitian ini bertujuan untuk mengetahui : (1) pengaruh langsung pemberian reward terhadap komitmen kerja guru di SMA Negeri se Kabupaten Pohuwato, (2) pengaruh langsung kepemimpinan budaya terhadap komitmen kerja guru di SMA Negeri se Kabupaten Pohuwato, (3) pengaruh langsung pemberian reward terhadap etos kerja guru di SMA Negeri se Kabupaten Pohuwato, (4) pengaruh langsung kepemimpinan budaya terhadap etos kerja guru di SMA Negeri Se Kabupaten Pohuwato, (6) pengaruh tidak langsung pemberian reward terhadap etos kerja guru di SMA Negeri se Kabupaten Pohuwato, (7) pengaruh tidak langsung kepemimpinan budaya terhadap etos kerja guru di SMA Negeri se Kabupaten Pohuwato. Penelitian ini menggunakan data primer melalui penyebaran kuesioner kepada responden. Pendekatan dalam penelitian ini yakni kuantitatif. Analisis data yang digunakan yakni analisis deskriptif dan analisis inferensial (analisis jalur). Populasi dalam penelitian ini adalah seluruh guru SMA Negeri se Kabupaten Pohuwato yang berjumlah 192 orang sedangkan sampel adalah 130 orang.

Kesimpulan hasil penelitian menunjukkan bahwa : (1) Terdapat pengaruh langsung positif dan signifikan pemberian reward terhadap komitmen kerja guru di SMA Negeri se Kabupaten Pohuwato dengan nilai koefisien jalur sebesar 55,20%. (2) Terdapat pengaruh langsung positif dan signifikan kepemimpinan budaya terhadap komitmen kerja guru di SMA Negeri se Kabupaten Pohuwato sebesar 27,40%. (3) Terdapat pengaruh langsung positif dan signifikan pemberian reward terhadap etos kerja guru di SMA Negeri se Kabupaten Pohuwato sebesar 16,10%. (4) Terdapat pengaruh langsung positif dan signifikan kepemimpinan budaya terhadap etos kerja guru di SMA Negeri se Kabupaten Pohuwato sebesar 11,00%. (5) Terdapat pengaruh langsung positif dan signifikan komitmen kerja guru terhadap etos kerja guru di SMA Negeri se Kabupaten Pohuwato sebesar 66,50%. (6) Terdapat pengaruh tidak langsung positif dan signifikan pemberian reward terhadap etos kerja guru di SMA Negeri se Kabupaten Pohuwato sebesar 36,60%. (7) Terdapat pengaruh tidak langsung positif dan signifikan kepemimpinan budaya terhadap etos kerja guru di SMA Negeri se Kabupaten Pohuwato sebesar 18,20%. Hal ini berarti semakin puas pemberian reward, semakin baik kepemimpinan budaya, dan semakin tinggi komitmen kerja maka semakin tinggi etos kerja guru.

Kata kunci: Etos Kerja, Reward, Kepemimpinan Budaya, Komitmen Kerja

## ABSTRACT

**LILI. 707 519 037. 2021.** *The Effect of Reward Provision, Cultural Leadership, and Work Commitment on Teachers' Work Ethic at State Senior High School throughout Pohuwato Regency.* Thesis, Master Study Program in Educational Administration, Postgraduate Program, State University of Gorontalo. The principal supervisor is Prof., Dr. Astin Lukum, M.Si, and the co-supervisor is Dr. Hj. Nina Lamatenggo, SE., M.Pd.

The study aims to discover: (1) the direct effect of reward provision towards teachers' work commitment at State Senior High School throughout Pohuwato Regency, (2) the direct effect of cultural leadership on teachers' work commitment at State Senior High School throughout Pohuwato Regency, (3) the direct effect of reward provision on teachers' work ethic at State Senior High School throughout Pohuwato Regency, (4) the direct effect of cultural leadership on teachers' work ethic at State Senior High School throughout Pohuwato Regency; (5) the direct effect of teachers' work commitment towards teachers' work ethic at State Senior High School throughout Pohuwato Regency, (6) the indirect effect of reward provision towards teachers' work commitment at State Senior High School throughout Pohuwato Regency, (7) the indirect effect of cultural leadership towards teachers' work commitment at State Senior High School throughout Pohuwato Regency. This study uses primary data, which are obtained through the distribution of a questionnaire to the respondents. At the same time, it employs a quantitative approach, where the data analysis used are descriptive analysis and inferential analysis (path analysis). Besides, the population in this study is all teachers at State Senior High School throughout Pohuwato Regency amounted to 192 people, while the samples are 130 teachers.

It can be concluded that: (1) there is a direct positive and significant effect of reward provision on teachers' work commitment at State Senior High School throughout Pohuwato Regency for 55.10%. (2) there is a direct positive and significant effect of cultural leadership on teachers' work commitment at State Senior High School throughout Pohuwato Regency for 27.40%. (3) there is a direct positive and significant effect of reward provision on teachers' work ethic at State Senior High School throughout Pohuwato Regency for 16.10%. (4) there is a direct positive and significant effect of cultural leadership on teachers' work ethic at State Senior High School throughout Pohuwato Regency for 11.00%. (5) there is a direct positive and significant effect of teachers' work commitment towards teachers' work ethic at State Senior High School throughout Pohuwato Regency for 66.50%. (6) there is an indirect positive and significant effect of reward provision towards teachers' work commitment at State Senior High School throughout Pohuwato Regency for 36.60%. (7) there is an indirect positive and significant effect of cultural leadership towards teachers' work commitment at State Senior High School throughout Pohuwato Regency for 18.20%. This means that the more rewards provided, the better the cultural leadership, while the higher the work commitment, the higher the work ethic.

Keywords: Work Ethic, Reward, Cultural Leadership, Work Commitment

