

ABSTRAK

M. Iqbal Abdurrahim. NIM. 230211030100. *Pengaruh Gaya Kepemimpinan, Komunikasi Internal, dan Lingkungan Organisasi Terhadap Kualitas Kerja Asatidz dan Asatidzah di Pondok Pesantren Se Kabupaten Tapin* Pembimbing I Dr. Dina Hermina, M.Pd., Pembimbing II Dr. Siti Aisyah, M.Ag., Pada Program Studi Manajemen Pendidikan Islam, Program Magister/Pascasarjana UIN Antasari Banjarmasin. 2025.

Kata Kunci: Gaya Kepemimpinan, Komunikasi Internal, Lingkungan Organisasi dan Kualitas Kerja

Kualitas kerja asatidz dan asatidzah memiliki peran strategis dalam menentukan keberhasilan penyelenggaraan pendidikan di pondok pesantren. Namun, dalam realitasnya, kualitas kerja tenaga pendidik di berbagai pondok pesantren menunjukkan variasi yang cukup signifikan, baik dari aspek profesionalitas, komitmen kerja, maupun keterlibatan emosional dalam menjalankan tugas. Perbedaan tersebut diduga dipengaruhi oleh gaya kepemimpinan pimpinan pesantren, efektivitas komunikasi internal, serta kondisi lingkungan organisasi. Oleh karena itu, penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, komunikasi internal, dan lingkungan organisasi terhadap kualitas kerja asatidz dan asatidzah, baik secara parsial maupun simultan, di Pondok Pesantren se-Kabupaten Tapin.

Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Lokasi penelitian meliputi Pondok Pesantren Assunniyyah Tambarangan, Pondok Pesantren Izzul Hasan, dan Pondok Pesantren Tahfizh Yanbu'ul Qur'an 4. Populasi penelitian berjumlah 76 responden, dan karena jumlah populasi relatif kecil, seluruh populasi dijadikan sampel (sampel jenuh). Teknik pengumpulan data menggunakan kuesioner dengan skala Likert. Analisis data dilakukan melalui uji instrumen penelitian, uji prasyarat analisis, serta analisis regresi linear berganda dengan bantuan program IBM SPSS versi 25.

Hasil penelitian menunjukkan bahwa gaya kepemimpinan, komunikasi internal, dan lingkungan organisasi berpengaruh secara signifikan terhadap kualitas kerja asatidz dan asatidzah, baik secara parsial maupun secara simultan, di Pondok Pesantren se-Kabupaten Tapin. Temuan ini menegaskan bahwa peningkatan kualitas kerja tenaga pendidik pesantren memerlukan kepemimpinan yang efektif, komunikasi internal yang baik, serta lingkungan organisasi yang kondusif.

ABSTRACT

M. Iqbal Abdurrahim. NIM. 230211030100. *The Influence of Leadership Style, Internal Communication, and Organisational Environment on the Quality of Work of Male and Female Teachers at Islamic Boarding Schools in Tapin Regency.* Supervisor I Dr. Dina Hermina, M.Pd., Supervisor II Dr. Siti Aisyah, M.Ag., at the Islamic Education Management Study Program, Master / Postgraduate Program at UIN Antasari Banjarmasin. 2024.

Keywords: Leadership Style, Internal Communication, Organisational Environment and Work Quality

The quality of work demonstrated by male and female teachers plays a crucial role in determining the success of educational objectives in Islamic boarding schools (pesantren). However, empirical conditions indicate that the work quality of educators across various pesantren in Tapin Regency varies considerably. While some teachers exhibit high dedication and professionalism, others show declining work motivation, weak emotional engagement, and low levels of professional performance. These conditions highlight the need to examine organisational factors that may influence teachers' work quality.

This study aims to analyse the partial and simultaneous influence of leadership style, internal communication, and organisational environment on the work quality of male and female teachers at Islamic boarding schools in Tapin Regency.

The research employed a quantitative approach using a survey method. The study was conducted at Assunniyyah Tambarangan Islamic Boarding School, Izzul Hasan Islamic Boarding School, and Tahfizh Yanbu'ul Qur'an 4 Islamic Boarding School. The population consisted of 76 teachers from the three institutions. As the population size was relatively small, a saturated sampling technique was applied, involving all 76 respondents. Data were collected using a Likert-scale questionnaire. The data analysis procedures included instrument validity and reliability testing, prerequisite testing, and multiple linear regression analysis using IBM SPSS version 25.

The findings reveal that leadership style, internal communication, and organisational environment have a significant effect on the work quality of male and female teachers at Islamic boarding schools in Tapin Regency, both partially and simultaneously. These results confirm the proposed hypotheses and indicate that improving leadership practices, strengthening internal communication, and fostering a supportive organisational environment are essential strategies for enhancing teachers' work quality in pesantren education..