

ABSTRACT

Jumiati. NIM. 210211030071. The Influence Of Spiritual Climate And Work Culture On The Spiritual Leadership Of School Principals And Its Impact On Teacher Job Satisfaction In Islamic Schools Throughout The City Of Banjarbaru. Supervisor (I): Dr. H. Ahmad Salabi, M. Pd and (II): Dr. Riinawati, M.Pd. Islamic Education Management Study Program at the Postgraduate Program at UIN Antasari Banjarmasin. Year 2024.

Keywords: Spiritual Climate, Work Culture, Spiritual Leadership, and Teacher Job Satisfaction

The background of this research is the large public interest in Islamic schools in Banjarbaru City, both interested in sending their children to school and interested in becoming teachers in Islamic schools. Having good teacher job satisfaction in Islamic schools is important because it will encourage teachers to work optimally so that they can support Islamic schools to achieve their vision, mission and educational goals through the principal's spiritual leadership implemented in Islamic schools.

The aim of this research is to determine and analyze the influence of Spiritual Climate on the Spiritual Leadership of School Principals, Spiritual Climate on Work Culture, Work Culture on the Spiritual Leadership of School Principals, and Spiritual Leadership of School Principals on Teacher Job Satisfaction.

This research uses a quantitative survey method approach. This research was conducted at Islamic schools at the senior high school level in Banjarbaru City, which consists of 5 Islamic schools. The population in this study were 95 teachers of Islamic schools at the senior high school level in Banjarbaru City, and used total sampling (census) so that all teachers were respondents. The data collection technique is using a questionnaire with the measurement scale used is a Likert scale. Data analysis techniques are research instrument testing, analysis prerequisite tests and multiple linear regression analysis using IBM SPSS 26.

The results of this research found that Spiritual Climate had no influence on the Spiritual Leadership of Islamic School Principals at the high school level in Banjarbaru City; Spiritual Climate has an influence on Work Culture in Islamic schools throughout Banjarbaru City; Work Culture has an influence on the Spiritual Leadership of Islamic School Principals throughout Banjarbaru City; and the Spiritual Leadership of Islamic School Principals has an influence on Teacher Job Satisfaction in Islamic schools at the high school level throughout Banjarbaru City.

ABSTRAK

Jumiati. NIM. 210211030071. *Pengaruh Spiritual Climate dan Budaya Kerja Terhadap Kepemimpinan Spiritual Kepala Sekolah Serta Dampaknya Pada Kepuasan Kerja Guru Di Sekolah Islam Se-Kota Banjarbaru.* Pembimbing (I) : Dr. H. Ahmad Salabi, M. Pd dan (II) : Dr. Riinawati, M.Pd. Program Studi Manajemen Pendidikan Islam pada Pascasarjana UIN Antasari Banjarmasin. Tahun 2024.

Kata kunci : *Spiritual Climate*, Budaya Kerja, Kepemimpinan Spiritual, dan Kepuasan Kerja Guru

Latar belakang dilakukan penelitian ini yaitu besarnya ketertarikan masyarakat terhadap sekolah Islam di Kota Banjarbaru, baik tertarik untuk menyekolahkan anaknya maupun tertarik untuk menjadi guru di sekolah Islam. Adanya kepuasan kerja guru yang baik di sekolah Islam merupakan hal yang penting karena akan mendorong guru untuk bekerja secara maksimal hingga dapat mendukung sekolah Islam untuk menggapai visi, misi dan tujuan pendidikan melalui kepemimpinan spiritual kepala sekolah yang diterapkan di sekolah Islam.

Tujuan pada penelitian ini yaitu untuk mengetahui dan menganalisis pengaruh *Spiritual Climate* terhadap Kepemimpinan Spiritual Kepala Sekolah, *Spiritual Climate* terhadap Budaya Kerja, Budaya Kerja terhadap Kepemimpinan Spiritual Kepala Sekolah, serta Kepemimpinan Spiritual Kepala Sekolah terhadap Kepuasan Kerja Guru.

Penelitian ini menggunakan pendekatan kuantitatif metode survei. Penelitian ini dilakukan pada Sekolah Islam tingkat SMA se-Kota Banjarbaru yang terdiri dari 5 sekolah Islam. Populasi pada penelitian ini yaitu guru-guru sekolah Islam tingkat SMA se-Kota Banjarbaru berjumlah 95 orang, dan menggunakan *sampling total* (sensus) sehingga semua guru sebagai responden. Teknik pengumpulan data yaitu menggunakan kuesioner dengan skala pengukuran yang digunakan adalah skala Likert. Teknik analisis data yaitu uji instrumen penelitian, uji prasyarat analisis dan analisis regresi linear berganda menggunakan IBM SPSS 26.

Hasil penelitian ini adalah ditemukan bahwa *Spiritual Climate* tidak memiliki pengaruh terhadap Kepemimpinan Spiritual Kepala Sekolah Islam tingkat SMA se-Kota Banjarbaru; *Spiritual Climate* memiliki pengaruh terhadap Budaya Kerja di sekolah Islam se-Kota Banjarbaru; Budaya Kerja memiliki pengaruh terhadap Kepemimpinan Spiritual Kepala Sekolah Islam se-Kota Banjarbaru; dan Kepemimpinan Spiritual Kepala Sekolah Islam memiliki pengaruh terhadap Kepuasan Kerja Guru di sekolah Islam tingkat SMA se-Kota Banjarbaru.