

***THE INFLUENCE OF LEADERSHIP AND ORGANIZATIONAL CLIMATE
ON TEACHER'S CREATIVITY OF MADRASAH IBTIDAIYAH AT-TAQWA
(MIA) IN BABELAN BEKASI***

Abstract

This study aims to determine the effect of leadership and organizational climate on the teacher's creativity of Madrasah ibtidaiyah at-taqwa (MIA) in the Babelan district of Bekasi. This research uses survey method with quantitative-causal approach by using path analysis. The study was conducted in the Babelan district of Bekasi with a total of 10 schools which included 133 teachers. The study was conducted for 4 (four) months from April to August 2019. The findings in this research are: First, leadership has a direct positive effect on teacher creativity. This means that with the better leadership of the principal it will increase the teacher's creativity in teaching. Second, the organizational climate has a positive direct effect on teacher creativity. This means that it is more safe, comfortable, and arguing that the organizational climate of food will increase the teacher's creativity in teaching. Third, leadership has a positive direct effect on the work climate. This means that the better leadership of school principals will be more secure, comfortable and pleasant climate.

Keywords: teacher creativity, leadership, organizational climate

**PENGARUH KEPEMIMPINAN DAN IKLIM ORGANISASI TERHADAP
KREATIVITAS GURU MADRASAH IBTIDAIYAH AT-TAQWA (MIA) DI
KECAMATAN BABELAN BEKASI**

Abstrak

Studi ini bertujuan untuk mengetahui pengaruh kepemimpinan dan iklim organisasi terhadap kreativitas guru madrasah ibtidaiyah at-taqwa (MIA) di kecamatan Babelan Bekasi. Penelitian ini menggunakan metode penelitian survey dengan pendekatan kuantitatif-kausal dengan menggunakan analisis jalur (*path analysis*). Studi dilakukan di wilayah kecamatan Babelan Bekasi dengan jumlah 10 sekolah yang mencakup 133 guru. Waktu penelitian dilaksanakan kurang lebih selama 4 (empat) bulan yaitu dari bulan April – Agustus 2019. Temuan dalam penelitian ini mengindikasikan: Pertama, kepemimpinan berpengaruh langsung positif terhadap kreativitas guru. Artinya dengan semakin bagus kepemimpinan kepala sekolah maka akan semakin meningkat kreativitas guru dalam mengajar. Kedua, iklim organisasi berpengaruh langsung positif terhadap kreativitas guru. Artinya semakin aman, nyaman, dan menyenangkan iklim organisasi maka akan meningkatkan kreativitas guru dalam mengajar. Ketiga, kepemimpinan berpengaruh langsung positif terhadap iklim kerja. Artinya semakin bagus kepemimpinan kepala sekolah maka akan semakin aman, nyaman, dan menyenangkan iklim organisasinya.

Kata kunci: kreativitas guru, kepemimpinan, iklim organisasi