

PEMBUATAN KEPUTUSAN KEPALA SEKOLAH:

Prediktor Kepuasan Kerja Guru Dalam Memantapkan
Komitmen Guru Dan Meningkatkan Prestasi Siswa

Kualitas pendidikan sangat bergantung kepada pemimpin satuan pendidikan, khususnya, kepala sekolah yang efektif. Kepala sekolah yang efektif cenderung melibatkan guru dalam berbagai aspek dengan harapan terjadi akuisisi program dan kegiatan termasuk pengambilan keputusan. Upaya melibatkan guru dalam pembuatan keputusan bertujuan membantu guru mencapai kepuasan kerjanya. Kepala sekolah yang efektif dan guru yang puas dapat berkontribusi secara signifikan terhadap sekolah yang efektif dan sekolah yang efektif berbanding lurus dengan terciptanya pendidikan yang berkualitas.

Sekalipun ide dan gagasan ini dapat dipahami dengan baik, literatur yang menunjukkan ide dan gagasan, terutama hasil-hasil penelitian tentang gaya pembuatan keputusan kepala sekolah masih sangat sedikit terpublikasi, terlebih dalam konteks sekolah di Indonesia. Oleh karena itu, buku ini hadir dalam upaya mengatasi kesenjangan ini dengan harapan dapat berguna bagi para pembaca, terutama peneliti, dosen, pemimpin pendidikan, guru, dan mereka yang peduli terhadap kualitas Pendidikan di Indonesia.



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PRAKATA

Penulis panjatkan puji syukur kepada Allah Yang Maha Penyayang karena atas izin-Nya penulis dapat menyelesaikan penulisan buku referensi ini, dengan judul “Pembuatan Keputusan Kepala Sekolah: Prediktor Kepuasan Kerja Guru dalam Memantapkan Komitmen Guru dan Meningkatkan Prestasi Siswa”.

Penulis tertantang untuk menulis buku ini karena terbatasnya buku referensi terkait pembuatan keputusan kepala sekolah sebagai prediktor kepuasan kerja guru yang dapat meningkatkan komitmen mengajar guru, yang akhirnya mengarah kepada luaran pembelajaran terutama prestasi siswa. Dengan kata lain, referensi hasil penelitian terkait pengambilan keputusan kepala sekolah masih sangat terbatas terutama dalam konteks sekolah di Indonesia. Keterbatasan referensi terkait pengambilan keputusan oleh kepala sekolah menjadi alasan utama bagi penulis untuk menghadirkan buku referensi ini. Buku ini menyajikan gaya pembuatan keputusan kepala sekolah dan unsur-unsur yang terkait serta pengaruhnya terhadap kepuasan guru dan multi-efek terhadap output termasuk kualitas lulusan.

Pembuatan keputusan dengan gaya yang efektif oleh pemimpin termasuk pemimpin pendidikan terlebih kepala sekolah di berbagai jenjang pendidikan sangat penting karena akan berkontribusi terhadap pencapaian tujuan yang diharapkan. *Output* lulusan diharapkan memiliki karakter baik, disamping memiliki pengetahuan dan keterampilan, yang dibutuhkan untuk bekal hidupnya dan bermanfaat bagi masyarakat, terlebih di era *disruption* saat ini.

Kualitas pendidikan di berbagai jenjang pendidikan sangat menentukan kualitas lulusan. Kualitas pendidikan sangat bergantung kepada pemimpin satuan pendidikan, khususnya, kepala sekolah yang

efektif. Kepala sekolah yang efektif cenderung melibatkan guru dalam berbagai aspek dengan harapan terjadi akuisisi program dan kegiatan termasuk pengambilan keputusan. Upaya pelibatan guru bertujuan membantu guru mencapai kepuasan kerjanya. Kepala sekolah yang efektif dan guru yang puas dapat berkontribusi secara signifikan terhadap sekolah yang efektif dan sekolah yang efektif berbanding lurus dengan lulusan yang berkualitas. Salah satu unsur penting yang menunjang ketercapaian lulusan berkualitas adalah bagaimana kepala sekolah dapat membuat guru terpuaskan dengan sejauhmana kepala sekolah melibatkan guru dalam pembuatan keputusan yang mampu meningkatkan komitmen mengajar guru. Buku ini menguraikan fakta-fakta empirik hasil penelitian disertai teori-teori relevan yang berkaitan dengan pembuatan keputusan terutama oleh gaya pembuatan keputusan kepala sekolah, kepuasan kerja guru, komitmen guru, dan prestasi siswa.

Buku referensi ini diharapkan dapat membuka wawasan terkait gaya pembuatan keputusan oleh pemimpin pendidikan. Secara khusus kepala sekolah dapat memilih gaya pembuatan mana yang dianggap efektif untuk diimplementasikan di sekolah dalam upaya mendorong guru membantu siswa menjadi lulusan berkualitas. Lulusan yang siap mendapatkan tantangan di era *disruption* (terutama *how to disrupt*, bukan *to be disrupted*) dengan kemampuan mengubah tantangan menjadi peluang untuk mampu berprestasi dan berkompetisi secara global.

Penulis berharap semoga buku ini berguna bagi para pembaca, terutama peneliti, dosen, pemimpin pendidikan, guru, dan mereka yang peduli terhadap kualitas pendidikan di Indonesia.

Bandar Lampung, 2 Januari 2020

Penulis,

Hasan Hariri, SPd, MBA, PhD

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