

**HUBUNGAN IKLIM ORGANISASI SEKOLAH DAN KREATIVITAS  
GURU PADA GURU SEKOLAH DASAR DALAM MENGAJAR DI MASA  
PANDEMI COVID-19**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui hubungan antara iklim organisasi sekolah dan kreativitas guru pada guru sekolah dasar dalam mengajar di masa pandemi covid-19. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara iklim organisasi sekolah dan kreativitas guru. Subjek dalam penelitian ini adalah 106 guru sekolah dasar berusia 21-60 tahun yang aktif mengajar. Alat ukur yang digunakan dalam penelitian ini adalah *The Organizational Climate Description for elementary schools* (OCDQ-RE) yang diadaptasi dengan  $\alpha = 0,856$  dan Skala Kreativitas Guru yang disusun oleh peneliti sendiri dengan  $\alpha = 0,879$ . Hasil uji korelasi dengan *Spearman's rho one-tailed* menunjukkan adanya hubungan positif yang signifikan antara iklim organisasi sekolah dan kreativitas guru, dengan koefisien korelasi sebesar 0,502 ( $p < 0,01$ ). Hal ini menunjukkan semakin baik iklim organisasi sekolah maka kreativitas guru semakin tinggi. Sebaliknya, semakin buruk iklim organisasi sekolah maka kreativitas guru semakin rendah. Hasil analisis tambahan menunjukkan bahwa dimensi *supportive principal behavior* memiliki korelasi yang paling besar dibandingkan dimensi yang lain.

Kata kunci: kreativitas guru, iklim organisasi sekolah, guru sekolah dasar, pandemi covid 19

**THE RELATIONSHIP OF SCHOOL ORGANIZATIONAL CLIMATE  
AND TEACHER CREATIVITY IN ELEMENTARY SCHOOL TEACHERSIN  
TEACHING DURING THE COVID-19 PANDEMIC**

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**ABSTRACT**

This study aimed to determine the relationship between school organizational climate and teacher creativity in elementary school teachers in teaching during the covid-19 pandemic. The hypothesis in this study is that there is a positive relationship between school organizational climate and teacher creativity. The subjects in this study were 106 elementary school teachers aged 21-60 years who were actively teaching. The measuring instrument used in this study is The Organizational Climate Description for Elementary Schools (OCDQ-RE) which was adapted with  $\alpha = 0,856$  and Teacher Creativity Scale which was prepared by the researcher himself with  $\alpha = 0,879$ . The results of the correlation test with Spearman's rho one-tailed showed a significant positive relationship between school organizational climate and teacher creativity, with a correlation coefficient of 0,502 ( $p < 0,01$ ). This shows that the better the school's organizational climate, the higher the creativity of teachers. On the other hand, the worse the school organizational climate, the lower the creativity of teachers. Additional analysis results show that the supportive principal behavior dimension has the greatest correlation compared to the other dimensions.

Keywords: teacher creativity, school organizational climate, elementary school teachers, covid-19 pandemic