

## **ABSTRACT**

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### ***THE EFFECT OF SERVANT LEADERSHIP, DISCIPLINE, AND JOB SATISFACTION ON TEACHERS' PERFORMANCE IN SCHOOL XYZ.***

*(xvi + 102 pages: 8 figures; 14 table; 12 appendices)*

*Servant leaders are leaders with integrity and can delegate tasks to their subordinates. The implementation of servant leadership by the principal can increase the satisfaction and performance of the teachers they lead. Work discipline can also improve teacher satisfaction and performance in schools. This research was conducted to know the influence of servant leadership, discipline, and job satisfaction on teachers' performance in XYZ schools. This study used a quantitative approach with the number of research amounted to 41 respondents. Path analysis and descriptive statistical methods were used to analyze the data collected. The result shows that (1) servant leadership has no effect on job satisfaction, (2) work disciplines have a positive effect on job satisfaction, (3) servant leadership has a positive effect on teacher performance, (4) work disciplines have a positive effect on teacher performance, and (5) job satisfaction has no effect on teacher performance.*

**Keyword:** *Servant leadership, discipline, job satisfaction, teachers performance*

**Reference:** 75 (1977 – 2020)

## ABSTRAK

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### **PENGARUH *SERVANT LEADERSHIP*, DISIPLIN KERJA, DAN KEPUASAN KERJA TERHADAP KINERJA GURU DI SEKOLAH XYZ.**

(xvi + 102 halaman: 8 gambar; 14 tabel; 12 lampiran)

Pemimpin yang melayani merupakan pemimpin yang berintegritas dan mampu untuk mendelegasikan tugas untuk bawahannya. Pelaksanaan kepemimpinan yang melayani oleh kepala sekolah dapat meningkatkan kepuasan dan kinerja guru yang dipimpinnya. Disiplin kerja juga dapat mendorong terciptanya kepuasan dan kinerja guru di sekolah. Penelitian ini dilakukan dengan tujuan mengetahui pengaruh *servant leadership*, disiplin kerja, dan kepuasan kerja terhadap kinerja guru di sekolah XYZ. Penelitian ini menggunakan pendekatan kuantitatif dengan jumlah subjek penelitian sebanyak 41 responden. Metode pengolahan data menggunakan analisis jalur (*path analysis*) dan metode statistik deskriptif. Dari hasil penelitian diperoleh kesimpulan (1) *servant leadership* tidak berpengaruh terhadap kepuasan kerja, (2) disiplin kerja berpengaruh positif terhadap kepuasan kerja, (3) *servant leadership* berpengaruh positif terhadap kinerja guru, (4) disiplin kerja berpengaruh positif terhadap kinerja guru, dan (5) kepuasan kerja tidak berpengaruh terhadap kinerja guru.

Kata kunci: *servant leadership*, disiplin kerja, kepuasan kerja, kinerja guru

Referensi: 75 (1977 – 2020)