

ABSTRACT

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“THE EFFECT OF PRINCIPAL’S AGILE LEADERSHIP ON GENERATION-Y TEACHER’S PERFORMANCE WITH WELLBEING AS MEDIATOR IN SMPK XYZ UNDER VUCA CONTEXT”

(xvi + 161 pages: 9 figures; 22 tables; 19 appendices)

In the 21st century where technology rapidly develop, COVID-19 attacked education result in rapid changes together with anxiety due to uncertainty. This VUCA affects the wellbeing and performance of workers like generation Y teachers in SMPK XYZ. School principal needs agile leadership for guiding generation Y teachers in their wellbeing and performance in facing VUCA. Mixed method approach is used in this survey study to identify the impact of SMPK XYZ principal’s agile leadership towards generation Y teachers’ performance with wellbeing as mediation. Data gathering was done with questionnaire towards 19 generation Y teachers under the leadership of SMPK XYZ principal and interview with 6 chosen interviewees afterwards. Data is processed through validity and reliability analysis, descriptive statistics, path analysis, and interview thematic analysis. This study shows 11.91% direct and 19.17% indirect positive effect from SMPK XYZ principal’s agile leadership towards generation Y teachers’ performance with wellbeing as mediation. This study also shows positive direct effect of SMPK XYZ principal’s agile leadership towards generation Y teachers’ wellbeing by 22.75%, and the wellbeing towards generation Y teachers’ performance by 84.29%. Thematic analysis supports this statistic analysis and adds that the indirect positive effects from SMPK XYZ principal’s agile leadership towards generation Y teachers’ performance go through all wellbeing dimension, except spiritual wellbeing.

Keywords : agile leadership, generation Y teacher, performance, SMPK XYZ principal, wellbeing

References : 42 (1999-2022)

ABSTRAK

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“PENGARUH *AGILE LEADERSHIP* KEPALA SEKOLAH TERHADAP KINERJA GURU GENERASI Y DENGAN MEDIASI *WELLBEING* DI SMPK XYZ KONTEKS VUCA”

(xvi + 161 pages: 9 gambar; 22 tabel; 19 lampiran)

Pada abad ke-21 di mana teknologi berkembang dengan cepat, COVID-19 menyerang dunia pendidikan menghasilkan kecemasan karena ketidak-jelasan. Kondisi VUCA berdampak pada *wellbeing* dan kinerja para pekerja seperti guru generasi Y di SMPK XYZ. *Agile leadership* dibutuhkan kepala sekolah dalam membimbing para guru generasi Y menjaga dan meningkatkan *wellbeing* serta kinerjanya dalam menghadapi VUCA. Pendekatan campuran digunakan dalam penelitian survei untuk mengetahui pengaruh *agile leadership* kepala sekolah SMPK XYZ terhadap kinerja guru generasi Y dengan mediasi *wellbeing*. Pengumpulan data dilakukan dengan kuesioner terhadap 19 guru generasi Y di bawah kepemimpinan kepala sekolah SMPK XYZ dan wawancara terhadap 6 narasumber terpilih setelahnya. Data diolah dengan analisis validitas, reliabilitas, statistik deskriptif, analisis jalur, dan analisis tematik wawancara. Penelitian ini menunjukkan pengaruh positif secara langsung sebesar 11.97% dan tidak langsung sebesar 19.17% dari *agile leadership* kepala sekolah SMPK XYZ terhadap kinerja guru generasi Y dengan mediasi *wellbeing*. Penelitian juga menunjukkan pengaruh langsung *agile leadership* kepala sekolah SMPK XYZ terhadap *wellbeing* guru generasi Y sebesar 22.75% dan *wellbeing* terhadap kinerja guru generasi Y sebesar 84.29%. Analisis tematik mendukung analisis statistik ini dengan menambahkan bahwa *agile leadership* kepala sekolah SMPK XYZ secara tidak langsung mempengaruhi kinerja guru generasi Y melalui semua dimensi *wellbeing* kecuali *spiritual wellbeing*.

Kata Kunci : *agile leadership*, guru generasi Y, kepala sekolah SMPK XYZ, kinerja, *wellbeing*

Referensi : 42 (1999-2022)