

ABSTRACT

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“THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP, JOB SATISFACTION, AND WORKING MOTIVATION TO TEACHER’S PERFORMANCE IN PKBM XYZ”

(xv + 102 pages, 9 images, 17 tables, 15 attachments)

The performance of a teacher can affect the quality of student learning in schools. This is because the teacher has an important role in the world of education. His speech and behavior will set an example for the students he teaches. Students can feel the difference if the teacher does not give his best in preparing learning materials, complains easily, or is unable to work with leaders. There are many factors that can affect a teacher’s performance, namely the type of leader, job satisfaction, and work motivation. This research was conducted to find out whether there is positive influence between transformational leadership, job satisfaction, and work motivation to teachers’ performance at PKBM XYZ. This research is a quantitative study with 35 respondents using path analysis. The results of this study indicate that (1) transformational leadership has a positive effect on teacher’s performance, (2) there is insufficient evidence if job satisfaction has a positive effect on teacher’s performance, (3) work motivation has a positive effect on teacher’s performance. Teacher’s performance variables can be explained by transformational leadership, job satisfaction, and work motivation variables of 21%.

Keywords: transformational leadership, work satisfaction, work motivation, teacher’s performance

Reference: 44 (1999 -2022)

ABSTRAK

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“PENGARUH *TRANSFORMATIONAL LEADERSHIP*, KEPUASAN KERJA, DAN MOTIVASI KERJA TERHADAP KINERJA GURU PKBM XYZ”

(xv + 102 halaman, 9 gambar, 17 tabel, 15 lampiran)

Kinerja seorang guru dapat mempengaruhi kualitas pembelajaran siswa di dalam sekolah. Hal ini dikarenakan guru memiliki peran yang penting di dalam dunia pendidikan. Ucapan dan tingkah lakunya akan menjadi contoh bagi siswa yang diajarnya. Siswa dapat merasakan perbedaan apabila guru tidak memberikan yang terbaik dalam mempersiapkan materi belajar, mudah mengeluh, ataupun tidak mampu bekerja sama dengan pemimpin. Terdapat banyak faktor yang dapat memengaruhi kinerja guru, yaitu jenis kepemimpinan, kepuasan kerja, dan motivasi kerja. Penelitian dilakukan untuk mengetahui apakah terdapat pengaruh positif antara *transformational leadership*, kepuasan kerja, dan motivasi kerja terhadap kinerja guru di PKBM XYZ. Penelitian ini adalah penelitian kuantitatif dengan 35 responden dengan menggunakan analisis jalur. Hasil penelitian ini menunjukkan bahwa (1) *transformational leadership* berpengaruh positif terhadap kinerja guru, (2) kurangnya bukti bahwa kepuasan kerja memiliki pengaruh positif terhadap kinerja guru, (3) motivasi kerja berpengaruh positif terhadap kinerja guru. Variabel kinerja guru dapat dijelaskan oleh variabel *transformational leadership*, kepuasan kerja, dan motivasi kerja sebesar 21%

Kata kunci: *transformational leadership*, kepuasan kerja, motivasi kerja, kinerja guru

Referensi: 44 (1999-2022)