

## ABSTRACT

Zipora Imanuela Pattikayhatu (01621210013)

THE EFFECT OF *SERVANT LEADERSHIP*, *SELF-EFFICACY*, AND WORK DISCIPLINE ON TEACHER PERFORMANCE AT XYZ PRIVATE SCHOOL IN LAMPUNG

(xiv + 102 pages; 17 pictures; 18 tables; 13 attachments)

Education has a major contribution in the progress of a country. Quality of education produces human resources who are competent and capable of innovation. Teachers as the spearhead of education in schools play an active role in growing students' knowledge, skills and affection through the learning process. The complexity of the teacher's task requires confidence and discipline in doing the part that is the teacher's responsibility. Leaders in schools have a big contribution in building teacher confidence and discipline in working so that good performance is achieved. This study aims to analyze the influence of *servant leadership*, *self-efficacy*, work discipline on teacher performance. The study was conducted on 84 teachers in five XYZ private schools in Lampung which were determined by simple random sampling technique. Quantitative research approach with path analysis model. Data analysis was performed using SmartPLS version 4. The results showed that *servant leadership* has a positive effect on teacher performance, *self-efficacy* has a positive effect on teacher performance, *servant leadership* has a positive effect on work discipline, *self-efficacy* has a positive effect on work discipline, *servant leadership* has a positive effect positive effect on teacher performance by mediating work discipline, *self-efficacy* has a positive effect on teacher performance by mediating work discipline.

Keywords: *self-efficacy*, *servant leadership*, teacher performance, work discipline

References: 46 (2015-2022)

## ABSTRAK

Zipora Imanuela Pattikayhatu (01621210013)

PENGARUH *SERVANT LEADERSHIP*, *SELF-EFFICACY*, DAN DISIPLIN KERJA TERHADAP KINERJA GURU SEKOLAH SWASTA XYZ DI LAMPUNG

(xiv + 102 halaman; 17 gambar; 18 tabel; 13 lampiran)

Pendidikan memiliki kontribusi yang besar dalam kemajuan suatu negara. Pendidikan yang berkualitas menghasilkan sumber daya manusia yang kompeten dan cakap dalam berinovasi. Guru sebagai ujung tombak pendidikan di sekolah berperan aktif dalam menumbuhkan pengetahuan, keterampilan maupun afeksi murid melalui proses belajar. Kompleksitas tugas guru menuntut adanya keyakinan dan disiplin dalam mengerjakan bagian yang menjadi tanggung jawab guru. Pemimpin di sekolah memiliki andil yang besar dalam membangun keyakinan dan kedisiplinan guru dalam bekerja sehingga tercapai kinerja yang baik. Penelitian ini bertujuan untuk menganalisis pengaruh *servant leadership*, *self-efficacy*, disiplin kerja terhadap kinerja guru. Penelitian dilakukan terhadap 84 guru di lima sekolah swasta XYZ di Lampung yang ditentukan dengan teknik *simple random sampling*. Pendekatan penelitian secara kuantitatif dengan model analisis jalur. Analisis data dilakukan dengan menggunakan *SmartPLS* versi 4. Hasil penelitian menunjukkan bahwa *servant leadership* berpengaruh positif terhadap kinerja guru, *self-efficacy* berpengaruh positif terhadap kinerja guru, *servant leadership* berpengaruh positif terhadap disiplin kerja, *self-efficacy* berpengaruh positif terhadap disiplin kerja, *servant leadership* berpengaruh positif terhadap kinerja guru dengan mediasi disiplin kerja, *self-efficacy* berpengaruh positif terhadap kinerja guru dengan mediasi disiplin kerja.

*Kata kunci:* disiplin kerja, *self-efficacy*, *servant leadership*, kinerja guru

Referensi: 46 (2015-2022)