

ABSTRACT

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THE EFFECT OF THE PRINCIPAL'S SERVANT LEADERSHIP,
ORGANIZATIONAL CULTURE AND WORK MOTIVATION ON TEACHER
PERFORMANCE AT XYZ SCHOOL

(xv + 103 pages: 3 images; 18 tables; 9 attachments)

Every school needs teachers who are energetic, creative, and willing to work hard. Teacher motivation, harmonious teamwork, and mutual support in the school environment can contribute to improving the quality of their work. The principal's role in leadership is very crucial in school management. Various reasons underlie teachers' decisions to leave school. Many complaints regarding teacher performance were conveyed by parents of students and the students themselves. This requires teachers to have the maximum performance to be able to produce students who are competent in terms of attitudes, knowledge, and skills. The purpose of this quantitative research is to examine the influence of the principal's servant leadership, organizational culture, and work motivation on teacher performance at XYZ School. One hundred thirty-two teachers from Kindergarten to SMA XYZ completed the online questionnaire. Research calculations using path analysis via the PLS SEM method, are used to test the proposed hypothesis. The research results show that the principal's servant leadership does not have sufficient evidence of a positive influence on teacher performance. It was also found that organizational culture had a positive effect on teacher performance. Work motivation has a positive effect on teacher performance. The principal's servant leadership has a positive effect on work motivation. And organizational culture has a positive effect on work motivation.

Keywords: servant leadership, organizational culture, work motivation, teacher performance

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ABSTRAK

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PENGARUH *SERVANT LEADERSHIP* KEPALA SEKOLAH, BUDAYA ORGANISASI DAN MOTIVASI KERJA TERHADAP KINERJA GURU DI SEKOLAH XYZ

(xv + 103 halaman: 3 gambar; 18 tabel; 9 lampiran)

Setiap sekolah memerlukan guru yang energik, kreatif, dan sungguh-sungguh mau bekerja keras. Motivasi guru, kerja tim yang harmonis dan saling mendukung di lingkungan sekolah dapat berkontribusi pada peningkatan kualitas hasil kerja mereka. Peran kepala sekolah dalam kepemimpinan sangat krusial dalam pengelolaan sekolah. Beragam alasan mendasari keputusan guru-guru untuk meninggalkan sekolah. Sejumlah keluhan terkait kinerja guru banyak disampaikan oleh orang tua peserta didik dan peserta didik itu sendiri. Hal ini menuntut guru untuk memiliki kinerja yang maksimal untuk bisa menghasilkan peserta didik yang berkompeten dalam segi sikap, pengetahuan, dan keterampilan. Tujuan dari penelitian kuantitatif ini adalah untuk menguji pengaruh *servant leadership* kepala sekolah, budaya organisasi dan motivasi kerja terhadap kinerja guru di Sekolah XYZ. Seratus tiga puluh dua guru TK sampai dengan SMA XYZ menyelesaikan kuesioner online. Perhitungan penelitian menggunakan analisis jalur melalui metode PLS SEM, digunakan untuk menguji hipotesis yang diajukan. Hasil penelitian menunjukkan bahwa *servant leadership* kepala sekolah tidak memiliki cukup bukti pengaruh positif terhadap kinerja guru. Ditemukan juga bahwa budaya organisasi berpengaruh positif terhadap kinerja guru. Motivasi kerja berpengaruh positif terhadap kinerja guru. *Servant leadership* kepala sekolah berpengaruh positif terhadap motivasi kerja. Dan budaya organisasi berpengaruh positif terhadap motivasi kerja.

Kata Kunci : *servant leadership*, budaya organisasi, motivasi kerja, kinerja guru
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