

## **ABSTRACT**

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**ANALYSIS OF THE INFLUENCE OF LEADERSHIP STYLE, PERFORMANCE ALLOWANCE, AND WORK MOTIVATION ON TEACHER PERFORMANCE AT YAYASAN EBEN HAEZAR MANADO**

(xiv + 122 pages: 4 figures; 31 tables; 8 appendices)

Teachers, as one of the crucial elements in the education system, bear the responsibility of shaping the future generations. Therefore, high-quality teachers are needed for the national education to achieve its best quality. However, the reality is that not all teachers can achieve the expected level of performance. Leadership style, performance allowance and work motivation are relevant things in influencing teacher performance. This study aimed to measure the influence of leadership style, performance allowance, and work motivation on teacher performance. Questionnaires were distributed to 190 teachers from kindergarten to high school at Yayasan Eben Haezar Manado as the research population and were analyzed using the PLS-SEM method. The research results indicated that: 1) Leadership style did not positively influence teacher performance, but it does have a positive influence when mediated by work motivation 2) Performance allowance had a positive influence on teacher performance, 3) Work motivation had a positive influence on teacher performance, 4) Leadership style had a positive influence on work motivation, 5) Performance allowance had a positive influence on work motivation

**Keywords:** Leadership Style, Performance Allowance, Work Motivation, Teacher Performance

**Reference :** 94 (1991 – 2023)

## **ABSTRAK**

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**ANALISIS PENGARUH GAYA KEPEMIMPINAN, PEMBERIAN TUNJANGAN KINERJA, DAN MOTIVASI KERJA TERHADAP KINERJA GURU DI YAYASAN EBEN HAEZAR MANADO**

(xiv + 122 halaman : 4 Gambar; 31 Tabel; 8 lampiran)

Guru sebagai salah satu elemen penting dalam sistem pendidikan yang memiliki tanggung jawab membentuk generasi mendatang, sehingga dibutuhkan guru yang berkualitas agar pendidikan nasional dapat mencapai kualitas terbaiknya. Namun, realitas menunjukkan bahwa tidak semua guru dapat mencapai tingkat kinerja yang diharapkan. Gaya kepemimpinan, pemberian tunjangan kinerja dan motivasi kerja menjadi hal yang relevan dalam mempengaruhi kinerja guru. Penelitian ini bertujuan untuk mengukur pengaruh gaya kepemimpinan, pemberian tunjangan kinerja, motivasi kerja terhadap kinerja guru. Kuesioner disebarakan kepada 190 guru dari TK sampai SMA di Yayasan Eben Haezar Manado sebagai populasi dan dianalisis menggunakan metode PLS-SEM. Hasil penelitian menunjukkan bahwa : 1) Gaya Kepemimpinan tidak berpengaruh positif terhadap kinerja guru, namun berpengaruh positif apabila dimediasi motivasi kerja 2) Pemberian tunjangan kinerja berpengaruh positif terhadap kinerja guru, 3) Motivasi kerja berpengaruh positif terhadap kinerja guru 4) Gaya kepemimpinan berpengaruh positif terhadap motivasi kerja 5) Pemberian Tunjangan kinerja berpengaruh positif terhadap motivasi kerja

**Kata Kunci** :Gaya Kepemimpinan, Tunjangan Kinerja, Motivasi Kerja, Kinerja Guru

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