

## ABSTRACT

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***“THE EFFECT OF SERVANT LEADERSHIP, ORGANIZATIONAL CLIMATE, AND WORK MOTIVATION ON TEACHER’S PERFORMANCE IN A LEVEL EDUCATION CENTER”***

*(xv + 98 pages; 10 images; 19 tables; 18 attachments)*

*Teachers have the most significance role in the field of education. Teachers are the front-liners that determine the quality of education given. Therefore, teacher’s performance must be studied to make sure that the quality of education has reached the standard set before. There are many factors that affect teacher’s performance such as, the leadership style, organizational climate and work motivation. This research is conducted to find out if there is a positive effect of servant leadership, organizational climate and work motivation on teacher’s performance in A Level Education Center. This is a quantitative research with 36 respondents. Descriptive statistic, path analysis and multiple linear regression were used in analyzing the collected data. The outcome showed that (1) servant leadership has a positive impact on teacher’s performance; (2) organizational climate has a positive impact on teacher’s performance; (3) work motivation has a positive impact on teacher’s performance. Teacher’s performance variable can be explained by servant leadership variable, organizational climate variable and work motivation variable by 62%. The rest of 38% is being explained by other variables that are not included in this research.*

*Keywords: servant leadership, organizational climate, work motivation and teacher’s performance.*

*Reference: 43 (1998-2019)*

## ABSTRAK

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### **“PENGARUH *SERVANT LEADERSHIP*, IKLIM ORGANISASI, DAN KINERJA GURU TERHADAP KINERJA GURU DI LEMBAGA BIMBINGAN BELAJAR *A LEVEL EDUCATION CENTER*”**

(xv + 98 halaman: 10 gambar; 19 tabel; 18 lampiran)

Guru memiliki peran yang sangat signifikan dalam dunia pendidikan. Guru berada di baris paling depan dalam menentukan kualitas pendidikan yang diberikan. Oleh karena itu, kinerja guru harus dipelajari untuk memastikan bahwa kualitas pendidikan yang diberikan telah sesuai standar yang telah ditetapkan sebelumnya. Terdapat banyak faktor yang memengaruhi kinerja guru, seperti gaya kepemimpinan, iklim organisasi, dan motivasi kerja. Penelitian ini dilakukan untuk mencari tahu apakah terdapat pengaruh positif antara *servant leadership*, iklim organisasi, dan motivasi kerja terhadap kinerja guru di Lembaga Bimbingan Belajar *A Level Education Center*. Penelitian ini merupakan penelitian kuantitatif dengan 36 responden. Penelitian ini menggunakan statistik deskriptif, analisis jalur, dan analisis linier berganda dalam menganalisis data yang telah dikumpulkan. Hasil dari penelitian ini menunjukkan bahwa (1) *servant leadership* berpengaruh positif terhadap kinerja guru; (2) iklim organisasi berpengaruh positif terhadap kinerja guru; (3) motivasi kerja berpengaruh positif terhadap kinerja guru. Variabel kinerja guru dapat dijelaskan oleh variabel *servant leadership*, variabel iklim organisasi, dan variabel motivasi kerja guru sebesar 62% dan selebihnya, yakni 38% dijelaskan oleh variabel lain yang tidak termasuk dalam penelitian.

Kata kunci: *servant leadership*, iklim organisasi, motivasi kerja, kinerja guru  
Referensi: 43 (1998-2019)