

ABSTRACT

Juniarti Manalu (01621200022)

THE INFLUENCE OF PRINCIPAL LEADERSHIP, WORK ENVIRONMENT, AND EMPLOYEE ENGAGEMENT ON TEACHER PERFORMANCE AT SMA XYZ PALEMBANG

(xiv+105 pages; 9 images; 28 tables; 10 appendixes)

The achievement of the vision and mission of an educational institution is strongly influenced by the teacher. As educators, teachers have a crucial role for the sustainability of a school as an education institution. Teachers' performance is used as a measure of the quality of the teaching and learning process. This study aims to examine the influence of the principal's leadership, work environment and employee engagement on teacher performance at SMA XYZ Palembang. This study used quantitative methods with 28 teachers as respondents. The technique of data collection is by using a questionnaire. The data analysis method used is descriptive analysis and statistics analysis using SmartPLS Software with Structural Equation Modelling (SEM). The result showed that the principal's leadership factor, work environment and employee engagement had an effect on increasing teacher performance by 36.2% and the principal's leadership factor and work environment had an effect on increasing employee engagement by 37.2%.

Key words: Principal's Leadership, Work Environment, employee engagement, Teacher's Performance and Software SmartPLS

References: 75 (1974-2022)

ABSTRAK

Juniarti Manalu (01621200022)

PENGARUH KEPEMIMPINAN KEPALA SEKOLAH, LINGKUNGAN KERJA, DAN *EMPLOYEE ENGAGEMENT* TERHADAP KINERJA GURU SMA XYZ PALEMBANG

(xiv+105 halaman; 9 gambar; 28 tabel; 10 lampiran)

Pencapaian visi dan misi sebuah lembaga pendidikan sangat dipengaruhi oleh guru. Peran guru sebagai tenaga pendidikan mencakup area fundamental dalam keberlangsungan pendidikan di sebuah sekolah. Kinerja guru menjadi ukuran keberhasilan dalam proses pembelajaran. Penelitian ini bertujuan untuk mengkaji pengaruh kepemimpinan kepala sekolah, lingkungan kerja dan keterikatan karyawan terhadap kinerja guru di SMA XYZ Palembang. Penelitian ini menggunakan metode kuantitatif dengan 28 guru sebagai responden. Teknik pengumpulan data yang dilakukan adalah dengan menggunakan kuesioner. Analisa data dengan analisis deskripsi dan analisa statistika menggunakan software SmartPLS melalui *Structural Equation Modelling* (SEM). Hasil penelitian menunjukkan bahwa faktor kepemimpinan kepala sekolah, lingkungan kerja dan keterikatan guru berpengaruh terhadap peningkatan kinerja guru sebesar 36,2% , dan fakta kepemimpinan kepala sekolah dan lingkungan kerja berpengaruh terhadap peningkatan keterikatan guru sebesar 37,2%.

Kata Kunci: Kepemimpinan Kepala Sekolah, Lingkungan Kerja, *employee engagement*, kinerja guru dan *Software SmartPLS*

Referensi: 75 (1974-2022)