

## **ABSTRACT**

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**THE INFLUENCE OF PERCEIVED ORGANIZATIONAL SUPPORT,  
TRANSFORMATIONAL LEADERSHIP, AND WORK MOTIVATION ON  
TEACHER PERFORMANCE AT SD XYZ NORTH JAKARTA**

(xiv + 102 pages; 19 figures; 18 tables; 5 Appendices)

A school is an organization that operates in the field of education as a place where the learning process occurs for students to obtain education from teachers. Teachers at the forefront have an important role in advancing and improving services in schools. To support optimal performance, it is very important for a school leader to have strong organizational support, good abilities in managing the school, and able to increase and maintain teacher motivation. Researchers conducted to find out how perceived organizational support, transformational leadership, and work motivation influence teacher performance at SD XYZ North Jakarta. This research uses a quantitative research approach using the PLS-SEM method to analyze the influence of path coefficients on the variables studied. The respondents of this research were all 118 teachers at SD XYZ North Jakarta who filled out a survey using saturated sample data collection via the Google Form application. The data obtained was analyzed using SEM (Structural Equation Modeling) with the PLS 3.0 application. The results of this research show that perceived organizational support, transformational leadership, and work motivation have a positive effect on teacher performance.

**Keywords:** Perceived Organizational Support, Transformational Leadership,  
Work Motivation, Job Performance

**References:** 41 (2011 – 2023)

## ABSTRAK

VIOLENT HENNYTA (01669220041)

**PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT*,  
*TRANSFORMATIONAL LEADERSHIP*, DAN MOTIVASI KERJA  
TERHADAP KINERJA GURU DI SD XYZ JAKARTA UTARA**

(xiv + 102 halaman; 19 gambar; 18 tabel; 5 lampiran)

Sekolah merupakan organisasi yang bergerak dalam bidang pendidikan sebagai tempat terjadinya proses pembelajaran bagi peserta didik untuk memperoleh pendidikan dari guru. Guru berada di baris terdepan memiliki peran penting dalam memajukan dan meningkatkan pelayanan di sekolah. Untuk mendukung kinerja yang optimal, sangat penting bagi seorang pemimpin di sekolah untuk memiliki dukungan organisasi yang kuat, kemampuan yang baik dalam mengelola sekolah, serta mampu meningkatkan dan mempertahankan motivasi kerja para guru. Peneliti melakukan penelitian untuk mengetahui bagaimana *perceived organizational support*, *transformational leadership*, dan motivasi kerja mempengaruhi kinerja guru di SD XYZ Jakarta Utara. Penelitian ini menggunakan pendekatan penelitian kuantitatif dengan menggunakan metode PLS-SEM untuk menganalisis pengaruh koefisien jalur terhadap variabel yang diteliti. Responden penelitian ini adalah semua guru di SD XYZ Jakarta Utara yang berjumlah 118 orang dengan mengisi survei menggunakan pendataan sampel jenuh melalui aplikasi *google form*. Data yang diperoleh dianalisis menggunakan SEM (*Structural Equation Modeling*) dengan aplikasi PLS 3.0. Hasil penelitian ini menunjukkan bahwa *perceived organizational support*, *transformational leadership*, dan motivasi kerja berpengaruh positif terhadap kinerja guru.

Kata Kunci : *Perceived Organizational Support*, *Transformational Leadership*, Motivasi Kerja, Kinerja Guru

Referensi: 41 (2011 – 2023)