

ABSTRACT

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THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP AND ORGANIZATIONAL CULTURE ON TEACHER PERFORMANCE AT GLOBAL PRESTASI SCHOOL BEKASI THROUGH JOB SATISFACTION AS A MEDIATION VARIABLE.

(xiv + 103 pages: 11 figures; 16 tables; 17 appendices)

Teachers are not only required to have professional competence, but also to apply these competencies in performance supported by transformational leadership, organizational culture, and job satisfaction. This study aims to analyze the effect of transformational leadership and organizational culture on teacher performance at Global Prestasi School Bekasi through job satisfaction as a mediating variable. The subjects of the study were a population of 62 teachers from elementary to high school levels at Global Prestasi School, Bekasi, with a quantitative approach through survey design. Data was collected using a standardized questionnaire and analyzed using the Partial Least Square Structural Equation Model (PLS-SEM) method. The results of the study indicate that transformational leadership and organizational culture positively influence job satisfaction. Job satisfaction has been shown to have a significant direct effect on teacher performance. However, transformational leadership and organizational culture have not provided a significant direct effect on teacher performance, but rather through the mediation of job satisfaction. This study shows the importance of job satisfaction as a key factor in improving teacher performance. In addition, the results of this study provide important implications for school management, especially in strengthening transformational leadership and a supportive organizational culture. Thus, schools can create a conducive work environment to improve teacher satisfaction and performance.

Keywords: Transformational leadership, organizational culture, teacher performance, job satisfaction.

References: 44 (2007-2024)

ABSTRAK

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PENGARUH *TRANSFORMATIONAL LEADERSHIP* DAN BUDAYA ORGANISASI TERHADAP KINERJA GURU DI GLOBAL PRESTASI SCHOOL BEKASI MELALUI KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI

(xiv + 103 halaman: 11 gambar; 16 tabel; 17 lampiran)

Guru tidak hanya dituntut untuk memiliki kompetensi profesional, tetapi juga menerapkan kompetensi tersebut dalam kinerja yang didukung oleh *transformational leadership*, budaya organisasi, dan kepuasan kerja. Penelitian ini bertujuan untuk menganalisis pengaruh *transformational leadership* dan budaya organisasi terhadap kinerja guru di Global Prestasi School Bekasi melalui kepuasan kerja sebagai variabel mediasi. Subjek penelitian adalah populasi 62 guru dari jenjang SD hingga SMA di Global Prestasi School, Bekasi, dengan pendekatan kuantitatif melalui desain survei. Data dikumpulkan menggunakan kuesioner yang terstandar dan dianalisis menggunakan metode *Partial Least Square Structural Equation Model* (PLS-SEM). Hasil penelitian menunjukkan bahwa *transformational leadership* dan budaya organisasi secara positif memengaruhi kepuasan kerja. Kepuasan kerja terbukti memiliki pengaruh langsung yang signifikan terhadap kinerja guru. Namun, *transformational leadership* dan budaya organisasi belum memberikan pengaruh langsung yang signifikan terhadap kinerja guru, melainkan melalui mediasi kepuasan kerja. Penelitian ini memperlihatkan pentingnya kepuasan kerja sebagai faktor kunci dalam meningkatkan kinerja guru. Selain itu, hasil penelitian ini memberikan implikasi penting untuk pengelolaan sekolah, khususnya dalam memperkuat *transformational leadership* dan budaya organisasi yang mendukung. Dengan demikian, sekolah dapat menciptakan lingkungan kerja yang kondusif untuk meningkatkan kepuasan dan kinerja guru.

Kata Kunci: *Transformational leadership*, budaya organisasi, kinerja guru, kepuasan kerja.

Referensi: 44 (2007-2024)