

ABSTRACT

Yuliana Wideasari Tandialla (01670230002)

THE INFLUENCE OF SERVANT LEADERSHIP AND TEACHER COMPETENCE ON TEACHER PERFORMANCE WITH MEDIATION OF TEACHER MOTIVATION AND WORK ENGAGEMENT AT SMP NEGERI 3 TOMOHON

(xvi + 130 pages, 11 figures, 32 tables, 5 appendices)

In an effort to improve the quality of education, SMP Negeri 3 Tomohon faces challenges related to the declining quality of learning. According to the 2024 Education Report Card, learning achievement dropped to 61.3%, a decrease of 2.18% compared to the previous year. Observations by the school principal revealed that classroom orderliness remains low, particularly regarding communication between teachers and students as well as the reinforcement of classroom agreements. This study aims to examine the influence of servant leadership and teacher competence on teacher performance, with teacher motivation and work engagement as mediating variables. A questionnaire consisting of 50 items was distributed to 32 teacher respondents at SMP Negeri 3 Tomohon. The data were processed and analyzed using PLS-SEM. The results showed that servant leadership had a positive effect on teacher performance. Teacher competence, teacher motivation, and work engagement had a positive effect on teacher performance. The findings also indicated that competence positively influenced teacher performance through teacher motivation, and that servant leadership positively influenced teacher performance through both teacher motivation and work engagement.

Keywords: Servant Leadership, Teacher Competence, Teacher Motivation, Work Engagement, Teacher Performance

References: 70 (2003-2025)

ABSTRAK

Yuliana Widiyasari Tandialla (01670230002)

PENGARUH *SERVANT LEADERSHIP* DAN KOMPETENSI GURU TERHADAP KINERJA GURU DENGAN MEDIASI MOTIVASI GURU DAN *WORK ENGAGEMENT* DI SMP NEGERI 3 TOMOHON

(xvi +130 halaman, 11 gambar, 32 tabel, 5 lampiran)

Dalam upaya meningkatkan mutu pendidikan, SMP Negeri 3 Tomohon menghadapi tantangan terkait penurunan kualitas pembelajaran. Berdasarkan data Rapor Pendidikan tahun 2024, capaian pembelajaran turun menjadi 61,3%, mengalami penurunan sebesar 2,18% dibandingkan tahun sebelumnya. Observasi kepala sekolah mengungkapkan bahwa keteraturan suasana kelas masih rendah, terutama terkait komunikasi antara guru dan siswa serta penguatan kesepakatan kelas. Penelitian ini bertujuan untuk mengukur pengaruh *servant leadership* dan kompetensi guru terhadap kinerja guru dengan mediasi motivasi guru dan *work engagement*. Kuesioner dengan 50 item disebarikan kepada 32 responden guru di SMP Negeri 3 Tomohon. Data diolah dan dianalisis menggunakan PLS-SEM. Hasil penelitian menunjukkan *servant leadership* berpengaruh positif terhadap kinerja guru. Begitupun dengan kompetensi guru, motivasi guru dan *work engagement* berpengaruh positif terhadap kinerja guru. Hasil penelitian juga menunjukkan kompetensi berpengaruh positif terhadap kinerja guru melalui motivasi guru, serta *servant leadership* berpengaruh positif terhadap kinerja guru melalui motivasi guru dan *work engagement*.

Kata kunci : *Servant leadership*, Kompetensi Guru, Motivasi Guru, *Work Engagement*, Kinerja Guru

Referensi : 70 (2003-2025)