

DAFTAR REFERENSI

- Abu, Kholed, and Mustamid. "Pengaruh Servant Leadership Dan Insentif Terhadap Motivasi Kinerja Guru Di Sekolah Bunbuketa Provinsi Narathiwat Selatan Thailand." *Jurnal Pendidikan dan Konseling* 5, no. 2 (2023): 6066–6073.
- Achmadi Djonan, Suryadi, Sari eliana, Karnati neti. *Peningkatan Kinerja Guru*. Penerbit Adab, 2023.
- Aeni, Nur, Mattalatta Mattalatta, Ansar Ansar, and Kurniawaty Sandra. "Pengaruh Kompetensi Terhadap Kinerja Guru Sekolah Dasar Negeri Di Kota Makassar" 3, no. 3 (2024).
- Agus, Subairi. *4 Kompetensi Guru Dalam Bingkai Psikospiritual*. Kalimantan Selatan: Ruang Karya Bersama, 2024.
- Alimmudin, Alimmudin. "The Effect of Teacher Competence, Work Discipline and Work Motivation on Teacher Performance." *International Journal of Social Science And Human Research* 05, no. 06 (2022): 2422–2427.
- Amruddin, Priyanda Roni, Agustina Tri Siwi, Ariantini Nyoman Sri, Rusmayani N.G.A.I, Aslindar D.A, Ningsih K.P, Wulandari Siska, Petrando, Ira Yuniati, Untari Ida, Mujiani Sari, Wicaksono Dipo. *Metode Penelitian Kuantitatif*. Pradina Pustaka, 2022.
- Anshori, Lutfi Isa, Purnamie Titisari, Sri Wahyu Lelly Hana Setyanti, Handriyono, Raden Andi Sularso, and Arnis Budi Susanto. "The Influence of Servant Leadership on Motivation, Work Engagement, Job Satisfaction and Teacher Performance of Vocational Hight School Teachers in Jember City." *Quality - Access to Success* 24, no. 194 (2023): 261–273.
- Aquilla, Felicia, and Muji Rahayu. "Pengaruh Servant Leadership Dan Intrinsic Motivation Terhadap Kinerja Guru Di SDN 174 Pasir Impun Kota Bandung" *Paradoks : Jurnal Ilmu Ekonomi* 7, no. 4 (2024): 495–505.
- Arifin, Yusuf, Yus Rustandi, Kurniawati Rahayu, and Universitas Pasundan. "Kinerja Guru Ditinjau dari Servant Leadership Kepala Sekolah dan Kompetensi Guru di SMK" *Scientific Journal Of Reflection* 7, no. 4 (2024): 973–982.
- Astuti, D, K R H Dantes, and I N Natajaya. "Determination of Servant Leadership, Work Motivation, Job Satisfaction, and Organizational Culture on Teacher Performance." *Jurnal Administrasi Pendidikan Indonesia* 12, no. 1 (2021): 21–30.
- Atun, Waldatun Thai', M. Syadeli Hanafi, Nandang Faturrohman, and Fajar Erlangga. "The Effects of Servant Leadership, Supervision Competence, and Work Loyalty on Teacher Performance." *Ideguru: Jurnal Karya Ilmiah Guru* 9, no. 1 (2023): 365–376.

- Bakti Risal, Boeriswati Endry, Cahyana ucu. *Kompetensi Guru*. Malang: Pt Literasi Nusantara Abadi Group, 2024.
- Bektiarso, Singgih. "The Role of Organizational Commitment in Mediating The Relationship Between Competence and Organizational Culture with Teachers Performance." *Quality - Access to Success* 23, no. 191 (2022): 164–175.
- Channa, Wali Muhammad, Mazen Omar Almulla, Zafarullah Sahito, Abdulaziz Mohammed Alismail, Shokhayeva Karlygash Nurlanovna, and Noor U. Nisa. "Professional Competencies of English Language Teachers: A Literature Review." *World Journal of English Language* 15, no. 1 (2025): 479–487.
- Darwin M, Mamondol M.R, Sormin S.A, Nurhayati Y, Tambunan H, Sylvia D, Adnyana M.D.M, Prasetyo B, Vianitati P, Gebang A.A. *Metode Penelitian Pendekatan Kuantitatif Kualitatif*. Edited by Media Sains Indonesia. Bandung, 2021.
- Eka, Desy, Citra Dewi, Atik Likai Tanjua, Nur Puspasari, and Hilman Nugraha. "Kinerja Guru Dan Permasalahannya" *Sinar Dunia: Jurnal Riset Sosial Humaniora dan Ilmu Pendidikan* 3 no.4 (2024): 161-171
- Ekawati, Vivin, Happy Fitria, and Mulyadi Mulyadi. "Pengaruh Kompetensi Pedagogik Dan Profesional Terhadap Kinerja Guru SMP Negeri Di Kecamatan Pangkalan Lampam." *Journal on Education* 5, no. 3 (2023): 7968–7977.
- Febriana, Rina. *Kompetensi Guru*. Jakarta: Bumi Aksara, 2021.
- Febrianti, Adjeng Mariana, and Eka Triana Yulian. "Analyzing the Influence of Servant Leadership on Job Performance through Work Engagement as a Mediator." *International Journal of Research in Business and Social Science* (2147- 4478) 11, no. 6 (2022): 157–164.
- Ferdiana, Roswinda Maria, Bukman Lian, and Andi Rahman. "Pengaruh Work Engagement Dan Empowering Leadership Terhadap Kinerja Guru Sekolah Dadar Sekecamatan Sematang Borang" *J-CEKI : Jurnal Cendekia Ilmiah* 4, no. 3 (2025): 906–914.
- Greenleaf, Robert K. *The Servant as Leader. Sustainability (Switzerland)*. Vol. 11. Westfield, IN: The Greenleaf Center for Servant Leadership, 2008.
- Güçlü Nergiz, Hatice, and Banu S. Unsal-Akbiyik. "Job Crafting, Task Performance, and Employability: The Role of Work Engagement." *SAGE Open* 14, no. 3 (2024): 1–18.
- Hair, Joseph F., G.Tomas Hult, Christian Ringle, and Marko Sarstedt. *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)* - Sage Publication, 2017.
- Hardisman. *Analisis Partial Least Square Structural Equation Modelling (PLS-*

- SEM). Yogyakarta: Bintang Pustaka Madani, 2021.
- Hariyono, and Fransiska Andreani. "Pengaruh Servant Leadership Terhadap Kinerja Karyawan Melalui Motivasi Kerja Di Ud. Anugrah Mulya Rejeki" *Agora* 8, no. 2 (2020).
- Hermanto, Yustinus Budi, and Veronika Agustini Srimulyani. "The Role of Servant Leadership and Work Engagement in Improving Extra-Role Behaviour and Teacher Performance." *International Journal of Productivity and Quality Management* 35, no. 1 (2022): 57–77.
- Herwati, Arifin Miftahul, Rahayu Tri, Arsyil Waritsman, Solang Deetje Josephine, Zulaichoh Siti, Aniyati Kholis, Haryanto Totok, Putri Synthia Sumartini, Kristanto, Barlian. *Motivasi Dalam Pendidikan*. Vol. 11. Malang: PT Literasi Nusantara Abadi Group, 2023.
- Huang, Stanley Y.B., Chien Hsiang Huang, and Tai Wei Chang. "A New Concept of Work Engagement Theory in Cognitive Engagement, Emotional Engagement, and Physical Engagement." *Frontiers in Psychology* 12, no. February (2022): 1–5.
- Kadir. *Statistika Terapan*. Depok: Raja Grafindo persada, 2018.
- Masrum. *Kinerja Guru Profesional*. Purbalingga: Eureka Media Aksara, 2021. 978-623-5581-04-0.
- Minta, Nyarku Kwamena, and Oduro Stephen. "Importance-Performance Matrix Analysis (IPMA) of Service Quality and Customer Satisfaction in the Ghanaian Banking Industry." *International Journal of Academic Research in Business and Social Sciences* 7, no. 7 (2017).
- Miyarti, Mamik. *Kinerja Guru Dan Variabel-Variabel Yang Mempengaruhinya*. Kendal: Ahsyara Media Indonesia, 2024.
- Mulang, Hastuti. "The Effect of Competences, Work Motivation, Learning Environment on Human Resource Performance." *Golden Ratio of Human Resource Management* 1, no. 2 (2021): 84–93.
- Mulyani, Heny, and Ricky Oka Kartadiharja. "Hubungan Work Engagement Dengan Kinerja Guru Di Madrasah Aliyah Negeri." *Jurnal Isema : Islamic Educational Management* 8, no. 2 (2023): 233–244.
- Musfah, Jejen. *Peningkatan Kompetensi Guru: Melalui Pelatihan Dan Sumber Belajar Teori Dan Praktik*. Jakarta: Kencana, 2019.
- Northouse, P. G. *Leadership: Theory and Practice (8th Ed.)*. Thousand Oaks, CA: SAGE Publications., 2018.
- Novitasari, Dewiana, Mochammad Fahlevi, Rocky Nagoya, Albert Surya, and Agus Purwanto. "Teacher Performance Determinants: Competence ,

- Motivation , Compensation and Work Environment Turkish Journal of Computer and Mathematics Education Research Article.” *Turkish Journal of Computer and Mathematics Education* 12, no. 12 (2021): 2954–2963.
- Nursyamsi, Julius, Edi Sukirman, and Dyah Palupi. “Analisis Nilai Performance Dan Importance Kepuasan Mahasiswa Dan Keunggulan Bersaing Perguruan Tinggi Swasta.” *Jurnal Ilmiah Ekonomi Bisnis* 27, no. 3 (2022): 349–362.
- Nurwati Sri, Surachmi Sri W., Setiadi Gunawan. “The Influence of Work Motivation and Teachers’ Competence on The Performance of Preschool Teachers” *Social, Humanities, and Educational Studies* 8, no. 1 (2025): 792–791. <https://jurnal.uns.ac.id/SHES/article/view/99791/49163>.
- Oktaviani, Ni Made, and Ida Bagus Manuaba. “Kontribusi Kecerdasan Emosional Dan Motivasi Kerja Terhadap Komitmen Kerja Guru.” *MIMBAR PGSD Undiksha* 9, no. 1 (2021): 116.
- Paryatno, Luksi, Hari Linda Lukitowati, and M. Arna Ramadhan. “Evaluasi Pembelajaran Berbasis Webinar Dengan Importance Performance Matrix Analysis (Ipma).” *Jurnal Teknodik* 26, no. April 2021 (2022): 89–100.
- Pianda, D. *Kinerja Guru, Kompetensi Guru, Motivasi Guru, Kepemimpinan Kepala Sekolah*. Jawa barat: CV Jejak, 2018.
- Pranitasari, Diah. *Keterikatan Kerja Dosen Sebagai Kunci Keberhasilan Perguruan Tinggi*. Yogyakarta: Deepublish, 2019.
- Putra, Dewanda, Dhaifan, Wicaksono, Bagus, Satwika, Arya, and Pratista. “Servant Leadership and Work Engagement among Contractual Employees.” *Jurnal Ilmiah Psikologi Candradiwa* 8, no. 1 (2023): 01.
- Putra, I Wayan Ardiana, and I Gusti Agung Oka Negara. “Kontribusi Kompetensi Profesional Guru Dan Motivasi Kerja Terhadap Kinerja Guru SD.” *Jurnal Imiah Pendidikan dan Pembelajaran* 5, no. 1 (2021): 95.
- Qiu, Shaoping, and Larry Dooley. “Servant Leadership: Development and Validation of a Multidimensional Measure in the Chinese Hospitality Industry.” *Leadership and Organization Development Journal* 40, no. 2 (2019): 193–212.
- Rachmawati, Lilik, and Laurens Kaluge. “Kompetensi Profesional Guru, Motivasi Kerja, Dan Disiplin Kerja Terhadap Kinerja Guru.” *Jurnal Penelitian dan Pendidikan IPS* 14, no. 1 (2020): 1–6.
- Saepurohman, Lukman, and Djam’an Satori. “The Effect of Servant Leadership on Teacher Performance.” *Proceedings of the 4th International Conference on Research of Educational Administration and Management (ICREAM 2020)* 526, no. Icream 2020 (2021): 189–192.
- Saifullah, Saifullah, I Nyoman Nugraha Ardana Putra, and Heriani Heriani.

- “Pengaruh Kompetensi Pedagogik, Kompetensi Profesional, Kompetensi Sosial Dan Kompetensi Kepribadian Guru Terhadap Kinerja Guru SMAN Se-Kota Bima.” *Inovasi* 10, no. 1 (2023): 58.
- Sari, A Jean Dwi Ritia, Muhammad Giatman, and Ernawati. “Peran Kepemimpinan Kepala Sekolah Dalam Meningkatkan Mutu Pendidikan Di Sekolah.” *Algebra : Jurnal Pendidikan, Sosial dan Sains* 3, no. 3 (2023): 174–179.
- Sariakin, Sariakin, Manovri Yeni, Musliadi Bin Usman, Aman Simare Mare, Munzir Munzir, and Muhamad Saleh. “Fostering a Productive Educational Environment: The Roles of Leadership, Management Practices, and Teacher Motivation.” *Frontiers in Education* 10, no. February (2025).
- Sembiring, Maximus Gorky, and Otib Satibi Hidayat. “Hubungan Antara Organizational Citizenship Behavior Dan Motivasi Kerja Dengan Kinerja Guru” *Didaktika: Jurnal Kependidikan* 14, no. 1 (2025): 207–216.
- Septiawan, Bambang, Endah Masrunik, and M.Rizal. *Motivasi Kerja Dan Generasi Z*. Blittar: Zaida Digital Publishing, 2020.
- Siahaan, Matdio. *Inspirasi Servant Leadership*. Jawa Tengah. PT. Pena Persada Kerta Utama, 2024.
- Siddique, Ahsaan, Bilqees Khanum, and Bushra Haleem. “Work Engagement and Job Performance of Teachers: A Correlational Study.” *Global Educational Studies Review* VII, no. I (2022): 502–516.
- Solihat, Nunung, Sholih, and Luluk Asmawati. “Hubungan Antara Motivasi Kerja Dan Kompetensi Profesional Dengan Kinerja Guru Sd.” *Jurnal Ilmiah Pendidikan Citra Bakti* 9, no. 2 (2022): 286–297.
- Sugiyono. *Metodologi Penelitian Kuantitatif, Kualitatif Dan R&D*. Bandung: Alfabeta, 2013.
- Sugito, Sugito, Anak Agung Gede Agung, I Made Yudana, and I Putu Wisna Ariawan. “Digital Testing Application in Knowing the Effect of Servant Leadership and Work Motivation on Teacher Performance.” *International journal of health sciences* 6, no. 2 (2022): 682–698.
- Sujarweni V.W. *Metodologi Penelitian*. Yogyakarta: PUSTAKABARUPRESS, 2025.
- Supardi, and Herry Krisnandi. “The Effect of Servant Leadership, Physical Work Environment and Financial Compensation on Employee Performance Through Work Motivation at the Ministry of Investment / BKPM” *Management Studies and Entrepreneurship Journal* 5, no. 2 (2024): 5001–5022.
<https://journal.yrpioku.com/index.php/msej/article/download/6361/3497/334>

- Susanto, Yohanes, Jefirstson Richset Riwukore, Isti Afrianti, and Fellyanus Habaora. "Pengaruh Kompetensi Dan Motivasi Kerja Terhadap Kinerja Guru Di SMP Negeri 4 Kota Lubuklinggau Sumatera Selatan." *Jurnal Pendidikan* 30, no. 2 (2021): 143.
- Suwondo, Wiwik Lestari, Sugiyo Sugiyo, and Joko Sutarto. "Pengaruh Supervisi Akademik Terhadap Kinerja Guru Melalui Motivasi Guru Taman Kanak-Kanak." *Jurnal Obsesi : Jurnal Pendidikan Anak Usia Dini* 7, no. 6 (2023): 7329–7337.
- Suyanto, Sucihatningsih Dian Wisika Prajanti, Kardoyo, and Eko Handoyo. "The Role of Servant Leadership, School Culture and Supervision System on Teacher Performance Mediated by Teacher Competence and Moderated by Good Scholl Governance." *Journal of Ecohumanism* 3, no. 7 (2024): 2477–2508.
- Syah Siti Hinda, Affandi Naufal, Umalihayati. "Pengaruh Kompetensi Dan Pelatihan Terhadap Kinerja Guru Melalui Motivasi Pada Sekolah Dasar Swasta Di Kabupaten Serang" *Social, Humanities, and Educational Studies* 7, no. 3 (2024): 2589–2598. <https://jurnal.uns.ac.id/SHES/article/view/93451>.
- ULFA, Fitriah, Zahara Tussoleha RONY, and Sugeng SUROSO. "The Influence of Teaching Experience, School Culture and Motivation on Teacher Performance." *International Journal of Environmental, Sustainability, and Social Science* 3, no. 2 (2022): 359–367.
- Undang-Undang Republik Indonesia Nomor 20 Tahun 2003 tentang Sistem Pendidikan Nasional.
- Undang-Undang Republik Indonesia Nomor 14 Tahun 2005 tentang Guru dan Dosen.
- Uno, H.B. *Kajian Dan Analisis Di Bidang Pendidikan. Jakarta Teori Motivasi Dan Pengukurannya*. Bumi Aksara, 2019.
- Wati, Nila Mustika, and Lucy Warsindah. "Pengaruh Servant Leadership, Competency, Motivation Terhadap Job Performance Dengan Peran Mediasi Work Engagement Pada Pegawai Kementerian Kelautan Dan Perikanan." *Jurnal Ekonomi Efektif* 4, no. 4 (2022): 574.
- Zaki, M., and Saiman Saiman. "Kajian Tentang Perumusan Hipotesis Statistik Dalam Pengujian Hipotesis Penelitian." *JIIP - Jurnal Ilmiah Ilmu Pendidikan* 4, no. 2 (2021): 115–118.