

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Gaya Kepemimpinan Kepala Sekolah Dan Disiplin Kerja Terhadap Kinerja Guru Dengan Motivasi Kerja Sebagai Variabel Intervening Pada SMPN 18 Solok Selatan. Metode analisis data menggunakan kuesioner, dengan sampel 32 responden. Metode analisis data yang digunakan adalah Analisa Jalur. Berdasarkan hasil penelitian menunjukkan bahwa Didapatkan pengaruh positif dan signifikan antara Gaya Kepemimpinan Kepala Sekolah terhadap Motivasi Kerja. Didapatkan pengaruh positif dan signifikan antara Disiplin Kerja terhadap Motivasi Kerja. Didapatkan pengaruh positif dan signifikan antara Gaya Kepemimpinan Kepala Sekolah terhadap Kinerja Guru. Didapatkan pengaruh positif dan signifikan antara Disiplin Kerja terhadap Kinerja Guru. Didapatkan pengaruh positif dan tidak signifikan antara Motivasi Kerja terhadap Kinerja Guru. Motivasi Kerja tidak mampu memediasi Gaya Kepemimpinan Kepala Sekolah terhadap Kinerja Guru. Motivasi Kerja tidak mampu memediasi Disiplin Kerja terhadap Kinerja Guru. Kontribusi variabel Gaya Kepemimpinan Dan Disiplin Kerja Terhadap Kinerja Guru Dengan Motivasi Kerja Sebagai Variabel Intervening berpengaruh sebesar 74,1% sedangkan sisanya sebesar 25,9% di pengaruhi oleh variabel lain diluar penelitian ini.

Kata Kunci: Gaya Kepemimpinan, Disiplin Kerja, Motivasi Kerja, Dan Kinerja Guru

ABSTRACT

The purpose of this study was to find out how much the principal's leadership style and work discipline affect teacher performance with work motivation as an intervening variable at SMPN 18 Solok Selatan. Methods of data analysis using a questionnaire, with a sample of 32 respondents. The data analysis method used is Path Analysis. Based on the results of the study, it was found that there was a positive and significant influence between the Principal's Leadership Style on Work Motivation. Obtained a positive and significant influence between Work Discipline on Work Motivation. There was a positive and significant influence between the Principal's Leadership Style on Teacher Performance. Obtained a positive and significant influence between Work Discipline on Teacher Performance. Obtained a positive and insignificant effect between Work Motivation on Teacher Performance. Work Motivation is not able to mediate the Principal's Leadership Style on Teacher Performance. Work Motivation is not able to mediate Work Discipline on Teacher Performance. The variable contribution of leadership style and work discipline to teacher performance with work motivation as an intervening variable has an effect of 74.1%, while the remaining 25.9% is influenced by other variables outside this study.

Keywords: Leadership Style, Work Discipline, Work Motivation, and Teacher Performance