

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Gaya Kepemimpinan Dan Lingkungan Kerja Terhadap Kinerja Guru Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada SMA N 2 Gunung Talang. Variabel penelitian yaitu Gaya Kepemimpinan (X1), Lingkungan Kerja (X2), Kinerja Guru (Y) dan kepuasan kerja (Z). metode pengumpulan data melalui survei menyebar kuesioner kepada karyawan 40 orang yang menjadi responden. Metode Analisis data yang digunakan adalah analisis regresi berganda dan analisis jalur dengan SPSS versi 22.0. Berdasarkan hasil penelitian menunjukkan bahwa (1)Gaya Kepemimpinan berpengaruh positif dan signifikan terhadap Kepuasan Kerja. (2)Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kepuasan Kerja. (3)Gaya Kepemimpinan berpengaruh positif dan signifikan terhadap Kinerja Guru. (4)Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Guru. (5)Kepuasan Kerja berpengaruh positif dan signifikan terhadap Kinerja Guru. (6)Kepuasan kerja tidak memediasi hubungan Gaya Kepemimpinan terhadap Kinerja Guru. (7)Kepuasan Kerja tidak memediasi hubungan Lingkungan Kerja terhadap Kinerja Guru.

Kata Kunci : Gaya Kepemimpinan, Lingkungan Kerja, Kinerja Guru dan Kepuasan Kerja.

ABSTRACT

This study aims to determine how much influence leadership style and work environment have on teacher performance with job satisfaction as an intervening variable at SMA N 2 Gunung Talang. The research variables are Leadership Style (X1), Work Environment (X2), Teacher Performance (Y) and job satisfaction (Z). method of collecting data through surveys distributing questionnaires to employees 40 people who become respondents. The data analysis method used is multiple regression analysis and path analysis with SPSS version 22.0. Based on the results of the study, it shows that (1) Leadership Style has a positive and significant effect on Job Satisfaction. (2) the work environment has a positive and significant effect on job satisfaction. (3) Leadership style has a positive and significant effect on teacher performance. (4) The work environment has a positive and significant effect on teacher performance. (5) Job satisfaction has a positive and significant effect on teacher performance. (6) Job satisfaction does not mediate the relationship between Leadership Style and Teacher Performance. (7) Job satisfaction does not mediate the relationship between work environment and teacher performance.

Keywords : Leadership Style, Work Environment, Teacher Performance, and Job Satisfaction.