

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh *Servant Leadership*, *Leader Member Exchange*, Dan *Locus Of Control* terhadap Kinerja Guru Dengan *Work Life Balance* Sebagai Variabel Intervening Pada SMAN 3 Lengayang, Kabupaten Pesisir Selatan. Metode yang digunakan adalah Analisis *Structural Equation Modeling* (SEM) dengan *Partial Least Square* (PLS). Dengan mengedarkan kuesioner sebanyak 47 responden. Hasil penelitian yang didapatkan yaitu: 1) *Servant leadership* tidak berpengaruh dan tidak signifikan terhadap *work life balance* pada SMAN 3 Lengayang. 2) *Leader member exchange* berpengaruh secara signifikan terhadap *work life balance* pada SMAN 3 Lengayang. 3) *Locus of control* berpengaruh secara signifikan terhadap *work life balance* pada SMAN 3 Lengayang. 4) *Servant leadership* berpengaruh secara signifikan terhadap kinerja guru pada SMAN 3 Lengayang. 5) *Leader member exchange* tidak berpengaruh dan tidak signifikan terhadap kinerja guru pada SMAN 3 Lengayang. 6) *Locus of control* berpengaruh secara signifikan terhadap kinerja guru pada SMAN 3 Lengayang. 7) *Work life balance* berpengaruh secara signifikan terhadap kinerja guru pada SMAN 3 Lengayang. 8) *Servant leadership* tidak berpengaruh dan tidak signifikan terhadap kinerja guru melalui *work life balance* pada SMAN 3 Lengayang. 9) *Leader member exchange* berpengaruh secara signifikan terhadap kinerja guru melalui *work life balance* pada SMAN 3 Lengayang. 10) *Locus of control* berpengaruh secara signifikan terhadap kinerja guru melalui *work life balance* pada SMAN 3 Lengayang.

**Kata Kunci :** *Servant Leadership, Leader Member Exchange, Locus Of Control, Kinerja Guru, Work Life Balance*

## **ABSTRACT**

*This study aims to determine the extent to which Servant Leadership, Leader-Member Exchange, and Locus of Control influence Teacher Performance with Work-Life Balance as an intervening variable at SMAN 3 Lengayang, Pesisir Selatan Regency. The method used is Structural Equation Modeling (SEM) analysis with Partial Least Square (PLS), involving a questionnaire distributed to 47 respondents. The research findings are as follows: 1) Servant leadership has no effect and is not significant on work life balance at SMAN 3 Lengayang. 2) Leader-member exchange significantly influences work-life balance at SMAN 3 Lengayang. 3) Locus of control significantly influences work-life balance at SMAN 3 Lengayang. 4) Servant leadership significantly influences teacher performance at SMAN 3 Lengayang. 5) Leader member exchange has no effect and is not significant on teacher performance at SMAN 3 Lengayang. 6) Locus of control significantly influences teacher performance at SMAN 3 Lengayang. 7) Work-life balance significantly influences teacher performance at SMAN 3 Lengayang. 8) Servant leadership has no effect and is not significant on teacher performance through work life balance at SMAN 3 Lengayang. 9) Leader-member exchange significantly influences teacher performance through work-life balance at SMAN 3 Lengayang. 10) Locus of control significantly influences teacher performance through work-life balance at SMAN 3 Lengayang.*

**Keywords : Servant Leadership, Leader Member Exchange, Locus of Control, Teacher Performance, Work Life Balance**