

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan berusaha menganalisis Pengaruh Gaya Kepemimpinan Dan Disiplin Kerja Terhadap Kinerja Guru Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada SMAN 01 Basa Ampek Balai Tapan. Penelitian ini adalah model Structural Equation Modeling (SEM) dengan alat bantu analisis SmartPLS 3.0. Populasi dan sampel penelitian ini adalah guru SMAN 01 Basa Ampek Balai Tapan. Hasil penelitian menemukan Terdapat pengaruh signifikan antara gaya kepemimpinan terhadap kepuasan kerja. Tidak terdapat pengaruh signifikan antara disiplin kerja terhadap kepuasan kerja. Tidak terdapat pengaruh signifikan antara gaya kepemimpinan terhadap kinerja guru. Terdapat pengaruh signifikan antara disiplin kerja terhadap kinerja guru. Terdapat pengaruh signifikan antara kepuasan kerja terhadap kinerja guru. Kepuasan kerja mampu memediasi gaya kepemimpinan terhadap kinerja pegawai. Kepuasan kerja tidak memediasi disiplin kerja terhadap kinerja guru.

Kata Kunci: Gaya Kepemimpin, Disiplin Kerja, Kepuasan Kerja, Dan Kinerja Guru

ABSTRACT

This study aims to determine and try to analyze the Influence of Leadership Style and Work Discipline on Teacher Performance Through Job Satisfaction as an Intervening Variable at SMAN 01 Basa Ampek Balai Tapan. This study is a Structural Equation Modeling (SEM) model with SmartPLS 3.0 analysis tools. The population and sample of this study were teachers of SMAN 01 Basa Ampek Balai Tapan. The results of the study found that there was a significant influence between leadership style and job satisfaction. There was no significant influence between work discipline and job satisfaction. There was no significant influence between leadership style and teacher performance. There was a significant influence between work discipline and teacher performance. There was a significant influence between job satisfaction and teacher performance. Job satisfaction was able to mediate leadership style on employee performance. Job satisfaction did not mediate work discipline on teacher performance.

Keywords: Leadership Style, Work Discipline, Job Satisfaction, and Teacher Performance