

ABSTRAK

Fahren Rahmat Eldi, 16101155310664 Jurusan Manajemen, Tahun 2020, **“Pengaruh Gaya Kepemimpinan Dan Kedisiplinan Terhadap Kinerja Guru Dengan Motivasi Kerja Sebagai Variabel Intervening Pada SMA N 1 Lengayang”**, di bawah bimbingan ibu Fitri Yeni, SE, M.M dan ibu Chintya Ones Charli, SE, M.M

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Gaya Kepemimpinan, Kedisiplinan, dan Motivasi Kerja, secara bersama-sama dan parsial terhadap Kinerja Guru. Variabel penelitian yaitu Gaya Kepemimpinan (X_1), Kedisiplinan (X_2), Motivasi Kerja (Z) dan Kinerja Guru (Y). Metode pengumpulan data melalui survei dan mengedarkan kuesioner. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis korelasi, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

Berdasarkan uji parsial (Uji t) diperoleh: (a) Gaya Kepemimpinan berpengaruh positif dan signifikan terhadap Kinerja Guru. (b) Kedisiplinan berpengaruh positif dan signifikan terhadap Kinerja Guru. (c) Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Guru. Kemudian berdasarkan uji hipotesis secara bersama-sama (Uji F) dapat diketahui bahwa Gaya Kepemimpinan dan Kedisiplinan berpengaruh positif dan signifikan terhadap Kinerja Guru melalui Motivasi Kerja.

Kata Kunci: Gaya Kepemimpinan, Kedisiplinan, Motivasi Kerja dan Kinerja Guru

ABSTRACT

Fahren Rahmat Eldi, 16101155310664 Department of Management, 2020, "The Effect of Leadership Style and Discipline on Teacher Performance with Work Motivation as an Intervening Variable in SMA N 1 Lengayang", under the guidance of Mrs. Fitri Yeni, SE, MM and Mrs. Chintya Ones Charli, SE, MM

This study aims to determine how much influence of leadership style, discipline, and work motivation, jointly and partially on teacher performance. Research variables are Leadership Style (X1), Discipline (X2), Work Motivation (Z) and Teacher Performance (Y). Methods of data collection through surveys and distributing questionnaires. The analysis method used is the validity and reliability test, correlation analysis, multiple regression analysis, to test the hypothesis used the t test and F test.

Based on the partial test (t test), it was found: (a) Leadership Style has a positive and significant effect on Teacher Performance. (b) Discipline has a positive and significant effect on teacher performance. (c) Work motivation has a positive and significant effect on teacher performance. Then based on the joint hypothesis test (F test) it can be seen that Leadership Style and Discipline have a positive and significant effect on Teacher Performance through Work Motivation.

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