

ABSTRAK

PENGARUH KEPEMIMPINAN TRANSFORMASIONAL KEPALA SEKOLAH, PERSEPSI GAJI DAN STRES KERJA TERHADAP KINERJA GURU SMA NEGERI 1 DAN SMA NEGERI 2 TASIFETO BARAT DI KABUPATEN BELU

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Penelitian ini bertujuan untuk menguji dan menganalisis: (1) pengaruh kepemimpinan transformasional kepala sekolah terhadap kinerja guru; (2) pengaruh persepsi gaji terhadap kinerja guru; (3) pengaruh stres kerja terhadap kinerja guru; dan (4) pengaruh kepemimpinan transformasional kepala sekolah, persepsi gaji dan stres kerja terhadap kinerja guru. Penelitian dilaksanakan di SMA Negeri 1 dan SMA Negeri 2 Tasifeto Barat Atambua di Kabupaten Belu pada Bulan November 2019. Penelitian ini merupakan penelitian eksplanatori. Sampel dalam penelitian ini adalah guru SMA Negeri 1 dan SMA Negeri 2 Tasifeto Barat Atambua. Teknik sampling yang digunakan adalah sampling jenuh. Sampel penelitian sebanyak 75 responden. Teknik pengumpulan data menggunakan kuesioner. Teknik analisis data menggunakan analisis regresi linear berganda.

Hasil analisis data menunjukkan bahwa: (1) kepemimpinan transformasional kepala sekolah berpengaruh positif terhadap kinerja guru; (2) persepsi gaji berpengaruh positif terhadap kinerja guru; (3) stres kerja tidak berpengaruh terhadap kinerja guru; (4) kepemimpinan transformasional kepala sekolah, persepsi gaji, dan stres kerja secara bersama-sama berpengaruh terhadap kinerja guru.

Kata kunci: kepemimpinan transformasional kepala sekolah, persepsi gaji, stres kerja, kinerja guru.

ABSTRACT

**THE EFFECT OF HEADMASTSER TRANSFORMATIONAL LEADERSHIP,
SALARY PERCEPTION, AND WORKING STRESS ON THEACHER
PERFORMANCE OF SENIOR HIGH SCHOOL 1 AND SENIOR HIGH
SCHOOL 2 TASIFETO BARAT IN BELU DISTRICT**

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This research aimed to examine and analyze : (1) the effect of headmaster transformational leadership on teacher performance; (2) the effect of salary perception on teacher performance; (3) the effect of working stress on teacher performance; and (4) the effect of headmaster transformational leadership, salary perception and working stress on theacher performance.. Research was conducted at SMA Negeri 1 and SMA Negeri 2 Tasifeto Barat in Belu District in November 2019. This research is an explanatary research. The sampling technique was saturated sampling consisted of 75 respondents. The data collection technique was questionnaire. The data analysis technique was multiple linear regression analysis.

The results of data analysis results showed that: (1) the transformational leadership of the school principal had a positive effect on teacher performance; (2) the perception of salary had a positive effect on teacher performance; (3) work stress had no effect on teacher performance; and (4) the transformational leadership of the school principal, the perception of salary, and work stress had positive effect on teacher performance.

Keywords: *transformational leadership, perception of salary, occupational stress, teacher performance.*