ABSTRAK

Penelitian ini bertujuan untuk menganalisis (1) pengaruh motivasi secara langsung terhadap kinerja guru, (2) pengaruh kompensasi secara langsung terhadap kinerja guru, (3) pengaruh gaya kepemimpinan secara langsung terhadap kinerja guru, (4) pengaruh motivasi terhadap kinerja guru dengan dimediasi dengan disiplin kerja, (5) pengaruh kompensasi terhadap kinerja guru dengan dimediasi dengan disiplin kerja, dan (6) pengaruh motivasi terhadap kinerja guru dengan dimediasi dengan disiplin kerja. Desain penelitian yang digunakan adalah deskriptif kuantitatif. Teknik sampel yang digunakan adalah sampel jenuh pada seluruh guru SD di Strada cabang Jakarta Pusat, Barat, dan Selatan (JPBS) dengan jumlah responden adalah 88 guru. Data dianalisis dengan metode *partial least square* (PLS) dengan metode penyelesaian *Structural Equation Modeling* (SEM) dengan menggunakan aplikasi *Smart* PLS-3. Hasil penelitian menunjukkan (1) motivasi berpengaruh secara langsung terhadap kinerja guru, (2) kompensasi berpengaruh secara langsung terhadap kinerja guru, (3) gaya kepemimpinan berpengaruh secara langsung terhadap kinerja guru, (4) motivasi berpengaruh terhadap kinerja guru dengan dimediasi oleh disiplin kerja, (5) kompensasi berpengaruh terhadap kinerja guru dengan dimediasi oleh disiplin kerja, dan (6) gaya kepemimpinan berpengaruh terhadap kinerja guru dengan dimediasi oleh disiplin kerja.

Keywords: pengaruh, motivasi, gaya kepemimpinan, kompensasi, disiplin kerja, dan kinerja

ABSTRACT

This research aims to analyze (1) the direct influence of motivation on teacher performance, (2) the direct influence of compensation on teacher performance, (3) the direct influence of leadership style on teacher performance, (4) the influence of motivation on teacher performance mediated by work discipline, (5) the influence of compensation on teacher performance mediated by work discipline, and (6) the influence of motivation on teacher performance mediated by work discipline. The research design used is quantitative descriptive. The sampling technique used was a saturated sample of all elementary school teachers in the Strada branches of Central, West and South Jakarta (JPBS) with the number of respondents being 88 teachers. Data were analyzed using the partial least square (PLS) method with the Structural Equation Modeling (SEM) completion method using the Smart PLS-3 application. The research results show (1) motivation has a direct effect on teacher performance, (2) compensation has a direct effect on teacher performance, (3) leadership style has a direct effect on teacher performance, (4) motivation has a direct effect on teacher performance mediated by work discipline, (5) compensation influences teacher performance mediated by work discipline, and (6) leadership style influences teacher performance mediated by work discipline.

Keywords: influence, motivation, leadership style, compensation, work discipline, and performance