

ABSTRAK

PERAN MOTIVASI DALAM MEMEDIASI PENGARUH GAYA KEPEMIMPINAN, IKLIM ORGANISASI, DAN DISIPLIN KERJA TERHADAP KINERJA GURU-KARYAWAN Studi pada Guru-Karyawan Yayasan Loyola

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis: (1) pengaruh secara langsung gaya kepemimpinan terhadap kinerja guru-karyawan, (2) pengaruh secara langsung iklim organisasi terhadap kinerja guru-karyawan, (3) pengaruh secara langsung disiplin kerja terhadap kinerja guru-karyawan, (4) peran motivasi dalam memediasi pengaruh gaya kepemimpinan terhadap kinerja guru-karyawan, (5) peran motivasi dalam memediasi pengaruh iklim organisasi terhadap kinerja guru-karyawan, dan (6) peran motivasi dalam memediasi pengaruh disiplin kerja terhadap kinerja guru-karyawan di Yayasan Loyola, Semarang. Guru-Karyawan di Yayasan Loyola terdiri dari 100 orang. Sampel dalam penelitian ini adalah para guru-karyawan di Yayasan Loyola. Teknik sampling menggunakan *total sampling* karena jumlah populasi relatif kecil dan didapatkan hasil sebanyak 100 sampel. Pengumpulan data dilakukan dengan penyebaran angket ke guru-karyawan di Yayasan Loyola. Penelitian ini menggunakan pendekatan kuantitatif. Teknik analisis data menggunakan *Partial Least Square (PLS)*, dengan aplikasi *Smart PLS-3*. Hasil penelitian menunjukkan bahwa: (1) gaya kepemimpinan transaksional secara langsung tidak berpengaruh terhadap kinerja guru-karyawan, (2) iklim organisasi secara langsung berpengaruh positif terhadap kinerja guru-karyawan, (3) disiplin kerja secara langsung berpengaruh positif terhadap kinerja guru-karyawan, (4) motivasi tidak memediasi pengaruh gaya kepemimpinan terhadap kinerja guru-karyawan, (5) motivasi memediasi secara parsial pengaruh iklim organisasi terhadap kinerja guru-karyawan, serta (6) motivasi memediasi secara penuh pengaruh disiplin kerja terhadap kinerja guru-karyawan. Penelitian ini berkontribusi dalam upaya peningkatan kinerja guru-karyawan di Yayasan Loyola.

Kata Kunci: Gaya Kepemimpinan Transaksional, Iklim Organisasi, Disiplin Kerja, Motivasi, Kinerja Guru-Karyawan

ABSTRACT

THE ROLE OF MOTIVATION IN MEDIATING THE INFLUENCE OF LEADERSHIP STYLE, ORGANIZATIONAL CLIMATE, AND WORK DISCIPLINE ON TEACHER-EMPLOYEE PERFORMANCE. Study on Teachers-Employees of Loyola Foundation

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The purpose of this study was to examine and analyze: (1) the direct effect of leadership style on teacher-employee performance, (2) the direct effect of organizational climate on teacher-employee performance, (3) the direct effect of work discipline on teacher-employee performance, (4) the role of motivation in mediating the effect of leadership style on teacher-employee performance, (5) the role of motivation in mediating the effect of organizational climate on teacher-employee performance, and (6) the role of motivation in mediating the effect of work discipline on teacher-employee performance at the Loyola Foundation, Semarang. The population in this study consisted of 100 teacher-employees. The sample in this study was teacher-employee at the Loyola Foundation. The sampling technique used was total sampling, as the population was relatively small, and a total of 100 valid responses were obtained. Data were collected through questionnaires distributed to the teacher-employee at the Loyola Foundation. This study employed a quantitative approach. The data were analyzed using Partial Least Squares (PLS) with the Smart PLS-3 application. The results indicate that: (1) transactional leadership has no direct effect on teacher-employee performance; (2) organizational climate has a significant positive direct effect on performance; (3) work discipline positively and directly influences performance; (4) motivation does not mediate the influence of transactional leadership on teacher-employee performance; (5) motivation partially mediates the influence of organizational climate on teacher-employee performance; and (6) motivation fully mediates the influence of work discipline on teacher-employee performance. This research contributes to efforts to improve teacher-employee performance at the Loyola Foundation.

Keywords: Transactional Leadership Style, Organizational Climate, Work Discipline, Motivation, Teacher-Employee Performance