

ABSTRAK

PENGARUH KOMPETENSI MANAJERIAL KEPALA SEKOLAH, KECERDASAN EMOSIONAL GURU, DAN KOMUNIKASI INTERPERSONAL GURU TERHADAP KINERJA GURU DENGAN MOTIVASI KERJA SEBAGAI VARIABEL MEDIASI

Studi pada Guru-Guru Sekolah Kanisius Wilayah Sleman Barat

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis: (1) pengaruh secara langsung kompetensi manajerial kepala sekolah terhadap kinerja guru, (2) pengaruh secara langsung kecerdasan emosional guru terhadap kinerja guru, (3) pengaruh secara langsung komunikasi interpersonal guru terhadap kinerja guru, (4) pengaruh kompetensi manajerial kepala sekolah terhadap kinerja guru dengan dimediasi oleh motivasi kerja, (5) pengaruh kecerdasan emosional guru terhadap kinerja guru dengan dimediasi oleh motivasi kerja, dan (6) pengaruh komunikasi interpersonal guru terhadap kinerja guru dengan dimediasi oleh motivasi kerja di Sekolah Kanisius Wilayah Sleman Barat. Sampel dalam penelitian ini berjumlah 74 guru dari Sekolah Kanisius Wilayah Sleman Barat. Teknik *total sampling* digunakan karena ukuran populasi relatif kecil. Data dikumpulkan melalui penyebaran angket guru. Penelitian ini menggunakan pendekatan kuantitatif. Teknik analisis data menggunakan *Partial Least Square (PLS)*, dengan aplikasi *Smart PLS-4*. Hasil penelitian menunjukkan bahwa: (1) kompetensi manajerial kepala sekolah secara langsung tidak berpengaruh terhadap kinerja guru, (2) kecerdasan emosional guru secara langsung tidak berpengaruh terhadap kinerja guru, (3) komunikasi interpersonal guru secara langsung berpengaruh terhadap kinerja guru, (4) kompetensi manajerial kepala sekolah berpengaruh terhadap kinerja guru dengan dimediasi penuh oleh motivasi kerja, (5) kecerdasan emosional guru tidak berpengaruh terhadap kinerja guru dengan dimediasi oleh motivasi kerja, serta (6) komunikasi interpersonal guru tidak berpengaruh terhadap kinerja guru dengan dimediasi oleh motivasi kerja di Sekolah Kanisius Wilayah Sleman Barat.

Kata Kunci: Kompetensi Manajerial Kepala Sekolah, Kecerdasan Emosional Guru, Komunikasi Interpersonal Guru, Motivasi Kerja, dan Kinerja Guru

ABSTRACT

**THE INFLUENCE OF SCHOOL PRINCIPALS' MANAGERIAL
COMPETENCE, TEACHERS' EMOTIONAL INTELLIGENCE, AND
TEACHERS' INTERPERSONAL COMMUNICATION ON TEACHER
PERFORMANCE WITH WORK MOTIVATION
AS A MEDIATING VARIABLE**

A Study of Teachers at Kanisius Schools in the Western Sleman Region

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This study aims to examine and analyze: (1) the direct effect of school principals' managerial competence on teacher performance, (2) the direct effect of teachers' emotional intelligence on teacher performance, (3) the direct effect of teachers' interpersonal communication on teacher performance, (4) the effect of school principals' managerial competence on teacher performance mediated by work motivation, (5) the effect of teachers' emotional intelligence on teacher performance mediated by work motivation, and (6) the effect of teachers' interpersonal communication on teacher performance mediated by work motivation at Kanisius Schools in the Western Sleman Region. The sample in this study consisted of 74 teachers from Kanisius Schools in the Western Sleman Region. A total sampling technique was used due to the relatively small population size. Data were collected through the distribution of teacher questionnaires. This study employed a quantitative approach. Data analysis was conducted using Partial Least Squares (PLS) with the SmartPLS 4 application. The study found that: (1) school principals' managerial competence has no direct effect on teacher performance, (2) teachers' emotional intelligence has no direct effect on teacher performance, (3) teachers' interpersonal communication has a direct effect on teacher performance, (4) school principals' managerial competence affects teacher performance fully mediated by work motivation, (5) teachers' emotional intelligence does not affect teacher performance through work motivation, and (6) teachers' interpersonal communication does not affect teacher performance through work motivation in Kanisius Schools, West Sleman Region."

Keywords: Managerial Competence, Emotional Intelligence, Interpersonal Communication, Work Motivation, Teacher Performance.