

ABSTRAK

Penelitian ini bertujuan untuk menganalisis (1) pengaruh secara langsung gaya kepemimpinan terhadap kinerja guru, (2) pengaruh secara langsung motivasi terhadap kinerja guru, (3) pengaruh secara langsung iklim sekolah terhadap kinerja guru, (4) pengaruh gaya kepemimpinan terhadap kinerja guru dengan dimediasi oleh kepuasan kerja, (5) pengaruh motivasi terhadap kinerja guru dengan dimediasi oleh kepuasan kerja, (6) pengaruh iklim sekolah terhadap kinerja guru dengan dimediasi oleh kepuasan kerja. Desain penelitian yang digunakan adalah deskriptif kuantitatif. Teknik sampel yang digunakan adalah sampel jenuh pada seluruh guru SD di Strada Cabang Tangerang dengan jumlah responden 101 guru. Data dianalisis dengan metode partial least square (PLS) dengan metode penyelesaian Structural Equation Modeling (SEM) dengan menggunakan aplikasi Smart PLS-4. Hasil penelitian menunjukkan (1) gaya kepemimpinan secara langsung tidak berpengaruh terhadap kinerja guru, (2) motivasi secara langsung berpengaruh terhadap kinerja guru, (3) iklim sekolah secara langsung berpengaruh terhadap kinerja guru, (4) gaya kepemimpinan berpengaruh terhadap kinerja guru dengan dimediasi oleh kepuasan kerja, (5) motivasi berpengaruh terhadap kinerja guru dengan dimediasi oleh kepuasan kerja, (6) iklim sekolah berpengaruh terhadap kinerja guru dengan dimediasi oleh kepuasan kerja.

Keywords: pengaruh, gaya kepemimpinan, motivasi, iklim sekolah kinerja, dan kepuasan kerja

ABSTRACT

This study aims to analyze: (1) the direct effect of leadership style on teacher performance, (2) the direct effect of motivation on teacher performance, (3) the direct effect of school climate on teacher performance, (4) the effect of leadership style on teacher performance mediated by job satisfaction, (5) the effect of motivation on teacher performance mediated by job satisfaction, and (6) the effect of school climate on teacher performance mediated by job satisfaction. The research design used is descriptive quantitative. The sampling technique applied is a saturated sample involving all elementary school teachers at Strada Branch Tangerang, with a total of 101 respondents. Data were analyzed using the Partial Least Square (PLS) method with the Structural Equation Modeling (SEM) approach, utilizing the Smart PLS-4 application. The results of the study show that: (1) leadership style has no direct effect on teacher performance, (2) motivation has a direct effect on teacher performance, (3) school climate has a direct effect on teacher performance, (4) leadership style affects teacher performance when mediated by job satisfaction, (5) motivation affects teacher performance when mediated by job satisfaction, and (6) school climate affects teacher performance when mediated by job satisfaction.

Keywords: *influence, leadership style, motivation, school climate, performance, and job satisfaction.*