

ABSTRAK

Penelitian ini bertujuan untuk menganalisis (1) pengaruh secara langsung budaya organisasi terhadap kinerja guru, (2) pengaruh secara langsung gaya kepemimpinan terhadap kinerja guru, (3) pengaruh secara langsung motivasi kerja terhadap kinerja guru, (4) peran disiplin kerja dalam memediasi pengaruh budaya organisasi terhadap kinerja guru, (5) peran disiplin kerja dalam memediasi pengaruh gaya kepemimpinan terhadap kinerja guru, dan (6) peran disiplin kerja dalam memediasi pengaruh motivasi kerja terhadap kinerja guru. 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 97 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) budaya organisasi secara langsung berpengaruh terhadap kinerja guru, (2) gaya kepemimpinan secara langsung berpengaruh terhadap kinerja guru, (3) motivasi kerja secara langsung berpengaruh terhadap kinerja guru, (4) disiplin kerja memediasi pengaruh budaya organisasi terhadap kinerja guru, (5) disiplin kerja memediasi pengaruh gaya kepemimpinan terhadap kinerja guru, dan (6) disiplin kerja memediasi pengaruh motivasi kerja terhadap kinerja guru.

Kata kunci: pengaruh, budaya organisasi, gaya kepemimpinan, motivasi kerja, disiplin kerja, kinerja guru

ABSTRACT

This research aims to analyze (1) the direct influence of organizational culture on teacher performance, (2) the direct influence of leadership style on teacher performance, (3) the direct influence of work motivation on teacher performance, (4) the role of work discipline in mediating the influence of organizational culture on teacher performance, (5) the role of work discipline in mediating the influence of leadership style on teacher performance, and (6) the role of work discipline in mediating the influence of work motivation on teacher performance. The research design used is descriptive quantitative. The sampling technique used is a saturated sample of all elementary school teachers in Strada branches of Central, West, and South Jakarta (JPBS) with the number of respondents being 97 teachers. Data were analyzed using the partial least square (PLS) method with the Structural Equation Modeling (SEM) solution method using the Smart PLS-3 application. The results of the study indicate that (1) organizational culture directly influences teacher performance, (2) leadership style directly influences teacher performance, (3) work motivation directly influences teacher performance, (4) work discipline mediates the influence of organizational culture on teacher performance, (5) work discipline mediates the influence of leadership style on teacher performance, and (6) work discipline mediates the influence of work motivation on teacher performance.

Keywords: influence, organizational culture, leadership style, work motivation, work discipline, teacher performance