

ABSTRAK

Tujuan penelitian ini adalah untuk menganalisis pengaruh secara langsung kecerdasan emosional terhadap kinerja guru, pengaruh secara langsung budaya organisasi nilai-nilai Serviam terhadap kinerja guru, pengaruh secara langsung komitmen organisasi terhadap kinerja guru, pengaruh kecerdasan emosional terhadap kinerja guru dengan dimediasi motivasi kerja, pengaruh budaya organisasi nilai-nilai Serviam terhadap kinerja guru dengan dimediasi motivasi kerja, pengaruh komitmen organisasi terhadap kinerja guru dengan dimediasi motivasi kerja pada para guru Ursulin NTT berjumlah 163 orang. Penelitian ini bersifat kuantitatif eksplanatori dan menerapkan teknik total *sampling*, yaitu pendekatan di mana seluruh anggota populasi yang tersedia dijadikan responden penelitian. Pengumpulan data dilakukan dengan penyebaran angket (*Google Form*) secara *Daring* pada para guru Ursulin dari tingkat TK, SD, SMP dan SMA di Atambua, Labuan Bajo, Ruteng dan Ende. Teknik analisis data menggunakan *Partial Least Squares Structural Equation Modeling (PLS-SEM)* 4.1. Hasil penelitian menunjukkan bahwa kecerdasan emosional secara langsung tidak berpengaruh terhadap kinerja guru, budaya organisasi nilai-nilai Serviam secara langsung berpengaruh terhadap kinerja guru, komitmen organisasi secara langsung tidak berpengaruh terhadap kinerja guru, kecerdasan emosional berpengaruh positif terhadap kinerja guru dengan dimediasi oleh motivasi kerja (*full mediation*), nilai-nilai Serviam berpengaruh positif terhadap kinerja guru dengan dimediasi oleh motivasi kerja (*Partial Mediation*), komitmen organisasi berpengaruh positif terhadap kinerja guru dengan dimediasi oleh motivasi kerja (*full mediation*).

Kata Kunci : Kecerdasan Emosional, Nilai-Nilai Serviam, Komitmen Organisasi, Kinerja Guru, Motivasi Kerja

ABSTRACT

The purpose of this study was to analyze the direct influence of emotional intelligence on teacher performance, the direct influence of Serviam's organizational culture and values on teacher performance, the direct influence of organizational commitment on teacher performance, the influence of emotional intelligence on teacher performance mediated by work motivation, the influence of Serviam's organizational culture and values on teacher performance mediated by work motivation, and the influence of organizational commitment on teacher performance mediated by work motivation among 163 Ursuline teachers in East Nusa Tenggara (NTT). This research was quantitative, explanatory, and employed a total sampling technique, an approach in which all available population members were selected as respondents. Data collection was conducted by distributing online questionnaires (Google Forms) to Ursuline teachers from kindergarten, elementary, junior high, and high school levels in Atambua, Labuan Bajo, Ruteng, and Ende. Data analysis used Partial Least Squares Structural Equation Modeling (PLS-SEM) 4.1. The results of the study indicate that emotional intelligence does not directly affect teacher performance, organizational culture Serviam values directly affects teacher performance, organizational commitment does not directly affect teacher performance, emotional intelligence has a positive effect on teacher performance mediated by work motivation (full mediation), Serviam values have a positive effect on teacher performance mediated by work motivation (Partial Mediation), organizational commitment has a positive effect on teacher performance mediated by work motivation (full mediation).

Keywords: Emotional Intelligence, Serviam Values, Organizational Commitment, Teacher Performance, Work Motivation