

ABSTRACT

This research was aimed at inquiring the effects of transformational leadership of principals, and the working motivations towards the working performance of the teachers of SDK BPK PENABUR Cirebon. The exogenous variables in this research were the transformational leadership of principals and the working motivations. On the other hand, the working performance of the teachers became the endogenous variables. In this research, the data-collecting was done through the quantitative descriptive method with path analysis design, the data-collecting method of which was carried out through the questionnaire distribution to 32 full-time teachers of SDK BPK PENABUR Cirebon, and the statistics data was managed by using SmartPLS software, version 2.0. Based on the data-collecting results, it was found out the transformational leadership of the principals had a positive correlation, but not significantly, towards the working performance of the teachers; however, the transformational leadership of the principals had a significantly positive correlation towards the working motivations, and the working motivations had significantly positive correlation towards the teachers' working performance. The principal's transformational leadership had an indirect relationship effect towards the teachers' working performance through their working motivation.

Keywords: transformational leadership, working motivation, working performance of teachers



ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan transformasional kepala sekolah dan motivasi kerja terhadap kinerja guru SDK BPK PENABUR Cirebon. Variabel-variabel eksogen dalam penelitian ini adalah kepemimpinan transformasional kepala sekolah dan motivasi kerja. Sedangkan kinerja guru menjadi variabel endogen. Dalam penelitian ini pengumpulan data dilakukan melalui metode deskripsi kuantitatif dengan desain analisis jalur dengan metode pengumpulan data melalui kuesioner terhadap 32 guru tetap SDK BPK PENABUR Cirebon dan data statistik diolah dengan menggunakan program SmartPLS versi 2.0. Berdasarkan hasil pengolahan data didapatkan bahwa kepemimpinan transformasional kepala sekolah berpengaruh positif namun tidak signifikan terhadap kinerja guru; kepemimpinan transformasional kepala sekolah berpengaruh positif dan signifikan terhadap motivasi kerja sedangkan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja guru. Kepemimpinan transformasional kepala sekolah berpengaruh tidak langsung terhadap kinerja guru melalui motivasi kerja.

Kata kunci : kepemimpinan transformasional, motivasi kerja, kinerja guru.

