

## ***ABSTRACT***

*This study aims to describe and analyze the strength of the influence of organizational climate and leadership on teacher performance, and to know the most powerful variables affecting teacher performance. The method used was survey research, quantitative approach, and use the questionnaire as the main instrument for collecting data. Samples were taken with the Proportional techniques-Random Cluster Sampling.*

*Very strong relationship between teacher performance with leadership and leadership variables have more influence on performance than organizational climate. High level of strength of the relationship occurred in the principal dimensions of supervision orientation with personality competence, professional competence, and social competence.*

*Furthermore, there are partially significantly positive influence on the performance of teachers' organizational climate and leadership on teacher performance, and simultaneously there is a significant positive effect of joint between organizational climate and leadership on teacher performance.*

***Keywords:*** *Organization Climate, Leadership, and The Teacher Performance.*

## **ABSTRAK**

Penelitian ini bertujuan menjelaskan dan menganalisis kekuatan pengaruh iklim organisasi dan kepemimpinan terhadap kinerja guru, serta mengetahui variabel yang paling kuat mempengaruhi kinerja guru. Metode penelitian yang digunakan adalah suvai, dengan pendekatan kuantitatif, dan menggunakan kuesioner sebagai instrumen utama untuk mengumpulkan data. Sampel diambil dengan teknik Proporsional Cluster-Random Sampling.

Hubungan sangat kuat terjadi antara kinerja guru dengan kepemimpinan dan variabel kepemimpinan lebih berpengaruh terhadap kinerja dibanding iklim organisasi. Tingkat kekuatan hubungan yang tinggi terjadi pada dimensi orientasi supervisi kepala sekolah dengan kompetensi kepribadian, kompetensi professional, dan kompetensi sosial.

Selanjutnya secara parsial terdapat pengaruh positif signifikan iklim organisasi terhadap kinerja guru dan kepemimpinan terhadap kinerja guru, serta secara simultan terdapat pengaruh bersama positif signifikan antara iklim organisasi dan kepemimpinan terhadap kinerja guru.

**Kata kunci:** Iklim Organisasi, Kepemimpinan, dan Kinerja Guru.