

ABSTRACT

This study aims to examine and analyze the influence of transformational leadership, work motivation and work discipline on teacher performance. The design of this research is explanatory research. The population of all teachers of SMA Negeri 12 Kota Tangerang amounts to 67 people. The sampling technique is nonprobability sampling with saturated sampling which means the total population is sampled. Analysis of data with multiple linear regression. The results showed that partially and jointly transformational leadership, work motivation and work discipline respectively significantly influence the performance of teachers SMA Negeri 12 Kota Tangerang. To support teacher performance improvement, it is expected that principals will inspire teachers to motivate them, provide adequate learning facilities and infrastructure to develop pedagogical competence, professional competence, social competence and teacher personality competencies based on strong teacher motivation and discipline.

Keywords: transformational leadership, work motivation, work discipline, teacher performance



ABSTRAK

Penelitian ini bertujuan menguji dan menganalisis pengaruh kepemimpinan transformasional, motivasi kerja dan disiplin kerja terhadap kinerja guru. Desain penelitian ini eksplanatori (*explanatory research*). Populasi seluruh guru SMA Negeri 12 Kota Tangerang berjumlah 67 orang. Teknik pengambilan sampel *nonprobability sampling* dengan sampling jenuh yang berarti keseluruhan jumlah populasi dijadikan sampel. Analisis data dengan regresi linear berganda. Hasil penelitian menunjukkan bahwa secara parsial dan secara bersama-sama kepemimpinan transformasional, motivasi kerja dan disiplin kerja masing-masing berpengaruh signifikan terhadap kinerja guru SMA Negeri 12 Kota Tangerang. Untuk mendukung peningkatan kinerja guru diharapkan kepala sekolah memberikan inspirasi yang memotivasi guru, menyediakan sarana dan prasarana pembelajaran yang memadai guna mengembangkan kompetensi pedagogik, kompetensi profesional, kompetensi sosial dan kompetensi kepribadian guru yang didasari oleh motivasi dan disiplin kerja guru yang kuat.

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

