

ABSTRACT

This study aims to analyze the effects of Transformational Leadership, Work Ethics, and Job Stress on Teachers' Performance at SMAN 112 Jakarta. This type of research is a causal research. The population were all teachers at SMAN 112 Jakarta. The sampling technique used was a nonprobability sampling technique using a saturated sample method 51 teachers. Data were analyzed using multiple linear regression analysis with the help of SPSS version XX for Windows. The results show that Transformational Leadership has a positive and significant influence on Teachers' Performance of SMAN 112 Jakarta. Work Ethic has a positive and significant influence on Teachers' Performance of SMAN 112 Jakarta.. Work Stress has a negative and significant influence on Teachers' Performance of SMAN 112 Jakarta.. Work ethic has the greatest influence on Teachers' Performance of SMAN 112 Jakarta.. From the results of this study, it is suggested for School Principal to show optimism, high enthusiasm, discipline, giving assignments in accordance with the ability of the teacher and examples to the teacher to groom modestly so that teachers' performance may improve.

Keywords: Transformational Leadership, Work Ethic, Job Stress, Teachers' Performance



ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh Kepemimpinan Transformasional, Etos Kerja dan Stres Kerja terhadap Kinerja Guru di SMAN 112 Jakarta. Jenis penelitian kausalitas, populasi seluruh guru di SMAN 112 Jakarta. Teknik pengambilan sampel *non probability sample* menggunakan metode sampling jenuh yaitu sebanyak 51 orang guru. Data dianalisis menggunakan analisis regresi linier berganda dengan bantuan SPSS versi 20. Hasil penelitian menunjukkan bahwa Kepemimpinan Transformasional memiliki pengaruh positif dan signifikan terhadap Kinerja Guru SMAN 112 Jakarta. Etos Kerja memiliki pengaruh positif dan signifikan terhadap Kinerja Guru SMAN 112 Jakarta .. Stres Kerja memiliki pengaruh negatif dan signifikan terhadap Kinerja Guru SMAN 112 Jakarta .. Etos kerja memiliki pengaruh terbesar terhadap Kinerja Guru SMAN 112 Jakarta. Dari hasil penelitian ini, disarankan bagi Kepala Sekolah untuk menunjukkan optimisme, antusiasme tinggi, disiplin, memberikan tugas sesuai dengan kemampuan guru dan memberi contoh kepada guru untuk berpenampilan secara sederhana sehingga kinerja guru meningkat.

Kata kunci: Kepemimpinan Transformasional, Etos Kerja, Stres Kerja, Kinerja Guru

