

ABSTRACT

This study aims to test and analyze the influence of motivation and leadership variables on the performance of honorary teachers through work discipline as a mediation variable at Tangerang District State High School. The research method used is a quantitative approach. The data collection technique in this study is primary data obtained directly from the study respondents, namely 80 honorary teachers through questionnaires who work at SMA Negeri Kabupaten Tangerang. The data analysis method uses Structural Equation Model-Partial Least Square (SEM-PLS). And the results showed that Motivation has a positive and significant effect on work discipline. Leadership has a positive and significant effect on work discipline. Work discipline has a positive and significant effect on the performance of honorary teachers. Motivation has a positive and significant effect on the performance of honorary teachers. Leadership has a positive but insignificant effect on the performance of honorary teachers. Work discipline has a positive and significant effect in mediating motivation for the performance of honorary teachers. Work discipline has a positive and significant effect in educating leadership on the performance of honorary teachers.

Keywords: Motivation, Work discipline, Leadership, Honorary Teacher Performance



ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh variabel motivasi dan kepemimpinan terhadap kinerja guru honorer melalui disiplin kerja sebagai variable mediasi di SMA Negeri Kabupaten Tangerang. Metode penelitian yang digunakan adalah pendekatan kuantitatif. Teknik pengumpulan data dalam penelitian ini adalah data primer yang diperoleh langsung dari responden penelitian, yaitu 80 guru honorer melalui kuesioner yang bekerja di SMA Negeri Kabupaten Tangerang. Metode analisis data menggunakan Structural Equation Model-Partial Least Square (SEM-PLS). Dan hasil penelitian menunjukkan bahwa Motivasi berpengaruh Positif dan signifikan terhadap disiplin kerja. Kepemimpinan berpengaruh positif dan signifikan terhadap disiplin kerja. Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja guru honorer. Motivasi berpengaruh positif dan signifikan terhadap kinerja guru honorer. Kepemimpinan berpengaruh positif tetapi tidak signifikan terhadap kinerja guru honorer. Disiplin kerja berpengaruh positif dan signifikan dalam memediasi motivasi terhadap kinerja guru honorer. Disiplin kerja berpengaruh positif dan signifikan dalam memediasi kepemimpinan terhadap kinerja guru honorer.

Kata Kunci: Motivasi, Disiplin kerja, Kepemimpinan, Kinerja Guru honorer.

