

ABSTRACT

This study aims to test and analyze the influence of transformational leadership, work discipline, and work motivation as intervening variables on teacher performance. The method used in this study is quantitative method. Data collection was carried out by distributing questionnaires to 36 people in Macedonian kindergartens and interviews with 3 (three) research subjects. The quantitative data analysis method uses the Structural Equation Model-Partial Least Square (SEM-PLS). The results found that transformational leadership had a positive and significant effect on work motivation, transformational leadership did not have a significant influence on teacher performance, work discipline had a positive and significant effect on work motivation, work discipline had a positive and significant effect on teacher performance, work motivation had a positive and significant effect on teacher performance, transformational leadership has a positive and significant effect on teacher performance through work motivation, and work discipline has a positive and significant effect on teacher performance through work motivation.

Keywords : Transformational Leadership, Work Discipline, Work Motivation, Teacher Performance



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ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kepemimpinan transformasional, disiplin kerja, dan motivasi kerja sebagai variabel intervening terhadap kinerja guru. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif. Pengumpulan data dilakukan dengan menyebarkan kuesioner kepada 36 orang di TK-SD Makedonia dan wawancara terhadap 3 (tiga) orang subyek penelitian. Metode analisis data secara kuantitatif menggunakan Structural Equation Model-Partial Least Square (SEM-PLS). Hasil penelitian menemukan bahwa kepemimpinan transformasional berpengaruh positif dan signifikan terhadap motivasi kerja, kepemimpinan transformasional tidak memiliki pengaruh signifikan terhadap kinerja guru, disiplin kerja berpengaruh positif dan signifikan terhadap motivasi kerja, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja guru, motivasi kerja berpengaruh positif dan signifikan terhadap kinerja guru, kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja guru melalui motivasi kerja, dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja guru melalui motivasi kerja.

Kata Kunci : Kepemimpinan Transformasional, Disiplin Kerja, Motivasi Kerja, Kinerja Guru



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