

ABSTRACT

This research was conducted with the aim of finding out the influence of the relationship between the variables Influence of Transformational Leadership, Compensation and Organizational Culture on Teacher Performance in Moderating Job Satisfaction. The sampling technique uses saturated samples, namely the entire population used as a sample. The data used is primary data using a questionnaire distributed to 74 Mitra Nusantara Foundation teachers. The analysis method uses the Structural Positive and Equation Model (SEM) Partial Least Square (smartPLS 4.0.9.6) application. The research results show (1) Organizational culture has a significant positive effect on teacher performance. (2) Job satisfaction has a significant positive effect on teacher performance. (3) Compensation has a significant positive effect on teacher performance. (4) Transformational leadership has a insignificant positive effect on teacher performance. (5) Job satisfaction is able to partially moderate the influence of compensation on teacher performance. (6) Job satisfaction is able to moderate as a predictor the influence of transformational leadership on teacher performance. (7) Job satisfaction is able to partially moderate the influence of organizational culture on teacher performance

Keywords: Transformational Leadership, Compensation, Organizational Culture, Teacher Performance, Job Satisfaction.



ABSTRAK

Penelitian ini dilakukan bertujuan untuk mengetahui pengaruh hubungan variabel Pengaruh Kepemimpinan Transformasional, Kompensasi dan Budaya Organisasi Terhadap Kinerja Guru Di Moderasi Kepuasan Kerja. Teknik sampling menggunakan sampel jenuh, yaitu seluruh populasi digunakan sebagai sampel. Data yang digunakan adalah data primer menggunakan kuesioner yang disebar kepada 74 Guru Yayasan Mitra Nusantara. Metode analisis dengan menggunakan aplikasi *Structural Positive and Equation Model (SEM) Partial Least Square* (smartPLS 4.0.9.6). Hasil penelitian menunjukkan (1) Budaya organisasi berpengaruh positif signifikan terhadap kinerja guru. (2) Kepuasan kerja berpengaruh positif signifikan terhadap kinerja guru. (3) Kompensasi berpengaruh positif signifikan terhadap kinerja guru. (4) Kepemimpinan transformasional berpengaruh positif tidak signifikan terhadap kinerja guru. (5) Kepuasan kerja mampu memoderasi secara semu pengaruh kompensasi terhadap kinerja guru. (6) Kepuasan kerja mampu memoderasi secara prediktor pengaruh Kepemimpinan transformasional terhadap kinerja guru. (7) Kepuasan kerja mampu memoderasi secara semu pengaruh budaya organisasi terhadap kinerja guru

Kata kunci : Kepemimpinan Transformasional, Kompensasi, Budaya Organisasi, Kinerja Guru, Kepuasan Kerja.

