

ABSTRAK

Kinerja guru merupakan hasil kerja yang dicapai oleh seorang guru di sekolah sesuai dengan tugas dan tanggung jawabnya dalam mencapai tujuan pendidikan. Pelaksanaan tugas utama guru tidak dapat dipisahkan dari kemampuan seorang guru dalam penguasaan pengetahuan, penerapan pengetahuan dan keterampilan, sebagai kompetensi yang dibutuhkan. Tujuan penelitian ini untuk menjelaskan pengaruh kepemimpinan dan motivasi kerja terhadap kinerja guru baik secara korelasi, parsial maupun simultan dengan pendekatan kuantitatif. Jumlah sampel adalah sebanyak 90 responden menggunakan teknik *Probability Sampling*. Selanjutnya data dianalisis dengan analisis jalur (*Path Analysis*). Hasil penelitian ini menunjukkan bahwa: (1) Kepemimpinan sudah sangat baik. (2) Motivasi kerja sudah sangat baik. (3) Kinerja guru sudah sangat baik. (4) Terdapat korelasi yang kuat dan positif antara kepemimpinan dengan motivasi kerja. (5) Terdapat pengaruh parsial kepemimpinan terhadap kinerja guru. (6) Terdapat pengaruh parsial motivasi kerja terhadap kinerja guru. (7) Terdapat pengaruh secara simultan kepemimpinan dan motivasi kerja terhadap kinerja guru.

Kata kunci: kepemimpinan, motivasi kerja, kinerja guru



ABSTRACT

Teacher performance is the result of work achieved by a teacher in a school in accordance with his duties and responsibilities in achieving educational goals. The implementation of the main task of the teacher cannot be separated from the ability of a teacher in mastering knowledge, applying knowledge and skills, as required competencies. The purpose of this study is to explain the influence of leadership and work motivation on teacher performance either in a correlation, partially or simultaneously with a quantitative approach. The number of samples is 90 respondents using the Probability Sampling technique. Furthermore, the data were analyzed by path analysis. The results of this study indicate that: (1) Leadership is very good. (2) Work motivation is very good. (3) The teacher's performance has been very good. (4) There is a strong and positive correlation between leadership and work motivation. (5) There is a partial influence of leadership on teacher performance. (6) There is a partial effect of work motivation on teacher performance. (7) There is a simultaneous influence of leadership and work motivation on teacher performance.

Keywords: leadership, work motivation, teacher performance

