

## ABSTRACT

**MUNAWAR. 8186114028. *The Effect Of Principal's Leadership, Job Motivation, Job Stress, and Job Satisfaction On Teacher Performance At Senior Highschool In Bireuen. Dissertation. Medan : Doctoral Program of Graduate Education Management, State University of Medan. 2020.***

The purpose of this study was to find out and examine the seventh hypothesis: 1) the direct effect of principal's leadership to job motivation, 2) the direct effect of principal's leadership to job stress, 3) the direct effect of principal's leadership to job satisfaction, 4) the direct effect of principal's leadership to teacher performance, 5) the direct effect of job motivation to teacher performance, 6) the direct effect of job stress to teacher performance, 7) the direct effect of job satisfaction to teacher performance. The population of this research is all teacher at Senior Highschool in Bireuen as many as 834 teachers and involving 270 teachers as respondent with Proportional Random Sampling. The instruments were used questionnaire with likert scale and processing the research data analyzed by Statistical Package for the Social Sciences (SPSS) dan path analysis. The results showed: 1) there is positive direct effect of principal's leadership ( $X_1$ ) to job motivation ( $X_2$ ) who  $p_{21} = 0,331$ ; 2) there is negative direct effect of principal's leadership ( $X_1$ ) to job stress ( $X_3$ ) who  $p_{31} = -0,332$ ; 3) there is positive direct effect of principal's leadership ( $X_1$ ) to job satisfaction ( $X_4$ ) who  $p_{41} = 0.158$ ; 4) there is positive direct effect of principal's leadership ( $X_1$ ) to teacher performance ( $X_5$ ) who  $p_{51} = 0.274$ ; 5) there is positive direct effect of job motivation ( $X_2$ ) to teacher performance ( $X_5$ ) who  $p_{52} = 0.235$ ; 6) there is negative direct effect of job stress ( $X_3$ ) to teacher performance ( $X_5$ ) who  $p_{53} = -0.146$ ; and 7) there is positive direct effect of job satisfaction ( $X_4$ ) to teacher performance ( $X_5$ ) who  $p_{54} = 0.116$ . Based on this research can be concluded all the effect of principal's leadership to teacher performance through intervening variables was job motivation,, job stress, and job satisfaction. The implication of this study explain principal's leadership, job motivation, and job satisfaction has possitive direct effect to teacher performance, while the job stress has negative direct effect to teacher performance. This research showed teacher performance can be improved through increase the principal's leadership, job motivation, and job satisfaction also decrease job stress variable..

**Keywords: *Principal's Leadership, Job Motivation, Job Stress, Job Satisfaction, and Teacher Performance.***

## ABSTRAK

**MUNAWAR. 8186114028. Pengaruh Kepemimpinan Kepala Sekolah, Motivasi Kerja, Stres Kerja Dan Kepuasan Kerja Terhadap Kinerja Guru Sma Negeri Kabupaten Bireuen. Disertasi. Medan: Program Doktor Manajemen Pendidikan Pasca Sarjana, Universitas Negeri Medan. 2020**

Penelitian ini bertujuan menjawab permasalahan dari tujuh hipotesis yang diajukan, yaitu: 1) Pengaruh langsung kepemimpinan kepala sekolah terhadap motivasi kerja, 2) Pengaruh langsung kepemimpinan kepala sekolah terhadap stres kerja, 3) Pengaruh langsung kepemimpinan kepala sekolah terhadap kepuasan kerja, 4) Pengaruh langsung kepemimpinan kepala sekolah terhadap kinerja guru, 5) Pengaruh langsung motivasi kerja terhadap kinerja, 6) Pengaruh langsung stres kerja terhadap kinerja, 7) Pengaruh langsung kepuasan kerja terhadap kinerja. Populasi penelitian ini adalah seluruh guru SMA Negeri Kabupaten Bireuen berjumlah 834 orang dan sampel sebanyak 270 orang yang diambil dengan teknik *Proportional Random Sampling*. Instrumen penelitian menggunakan angket dengan skala *likert* dan pengolahan data penelitian dianalisis melalui analisis *Statistical Package for the Social Sciences* (SPSS) dan analisis jalur (*path analysis*). Hasil penelitian menunjukkan bahwa kepemimpinan kepala sekolah ( $X_1$ ) berpengaruh langsung positif terhadap motivasi kerja ( $X_2$ ) ditunjukkan bahwa  $p_{21}=0,331$ ; kepemimpinan kepala sekolah ( $X_1$ ) berpengaruh langsung negatif terhadap stres kerja ( $X_3$ ) ditunjukkan bahwa  $p_{31}= -0,332$ ; kepemimpinan kepala sekolah ( $X_1$ ) berpengaruh langsung positif terhadap kepuasan kerja ( $X_4$ ) ditunjukkan bahwa  $p_{41}=0,158$ ; kepemimpinan kepala sekolah ( $X_1$ ) berpengaruh langsung positif terhadap kinerja guru ( $X_5$ ) ditunjukkan bahwa  $p_{51}=0,274$ ; motivasi kerja ( $X_2$ ) berpengaruh langsung positif terhadap kinerja guru ( $X_5$ ) ditunjukkan bahwa  $p_{52}=0,235$ ; stres kerja ( $X_3$ ) berpengaruh langsung negatif terhadap kinerja guru ( $X_5$ ) ditunjukkan bahwa  $p_{53}= -0,146$ ; dan kepuasan kerja ( $X_4$ ) berpengaruh langsung positif terhadap kinerja guru ( $X_5$ ) ditunjukkan bahwa  $p_{54}=0,116$ . Dapat disimpulkan bahwa pengaruh total kepemimpinan kepala sekolah terhadap kinerja guru melalui variabel intervening adalah melalui motivasi kerja, pengaruh kepemimpinan kepala sekolah melalui variabel intervening adalah melalui stres kerja, dan kepemimpinan kepala sekolah melalui variabel intervenig adalah melalui kepuasan kerja. Implikasi hasil penelitian menjelaskan kepemimpinan kepala sekolah, motivasi kerja, dan kepuasan kerja berpengaruh langsung positif terhadap kinerja guru, sedangkan stres kerja berpengaruh langsung negatif terhadap kinerja guru. Ini menunjukkan bahwa kinerja guru dapat ditingkatkan dengan meningkatkan kepemimpinan kepala sekolah, motivasi kerja, dan kepuasan kerja serta menurunkan tingkat stres kerja.

**Kata Kunci:** *kepemimpinan kepala sekolah, motivasi kerja, stres kerja, kepuasan kerja dan kinerja guru.*