

ABSTRACT

Said Ashlan, (2021). The Influence of Principal Leadership Style, Organizational Citizenship Behavior, Rewards and Achievement Motivation on Public High School Teacher Performance in Banda Aceh City. Dissertation, Postgraduate Education Management Doctoral Program, State University of Medan.

This research was conducted to determine: (1) the influence of the principal's leadership style on rewards, (2) the influence of the principal's leadership style on achievement motivation, (3) the influence of the principal's leadership style on teacher performance, (4) the influence of organizational citizenship behavior on rewards, (5) the effect of organizational citizenship behavior on achievement motivation, (6) the effect of organizational citizenship behavior on teacher performance (7) the effect of rewards on teacher performance, (8) the effect of achievement motivation on teacher performance. The research subjects were teachers of public high schools in Banda Aceh with a total sample of 240 people taken by means of stratified proportional random sampling, the data were analyzed using path analysis after calculating the correlation of all research variables in the form of a matrix.

The results of the analysis of the effect of exogenous variables on endogenous variables in each substructure are obtained (1) rewards are influenced by the leadership style of the school principal and organizational citizenship behavior, respectively 0,059 and 0,067, (2) achievement motivation is influenced by the principal's leadership style and organizational citizenship behavior is 0,064 and 0,1296 respectively, (3) teacher performance is influenced by the leadership style of the principal, organizational citizenship behavior, reward and achievement motivation respectively 0,046; 0,066; 0,017; and 0,092; as well as the indirect effect of X1 on X5 through X3 of 0.0078; the indirect effect of X1 on X5 through X4 is 0.0193; the indirect effect (X2) on X5 through X3 is 0.0054; and the indirect effect (X2) on X5 through (X4) is 0.0168.

The results of the study provide an illustration that the proportional Total Effect of the principal leadership style variable, organizational citizenship behavior, reward, and achievement motivation, both direct and indirect effects of 24,46%, the total proportional Spurious (S) component of 5,29% and Unanalyzed component (U) is proportional to a total of 2,59%, while the rest is influenced by other variables outside of the principal's leadership style, organizational citizenship behavior, rewards, and achievement motivation by 56,8%.

ABSTRAK

Said Ashlan, (2021). Pengaruh Gaya Kepemimpinan Kepala Sekolah, *Organizational Citizenship Behavior*, Imbalan dan Motivasi Berprestasi Terhadap Kinerja Guru SMA Negeri di Kota Banda Aceh. Disertasi, Program Doktor Manajemen Pendidikan Pascasarjana Universitas Negeri Medan.

Penelitian ini dilakukan untuk mengetahui: (1) pengaruh gaya kepemimpinan kepala sekolah terhadap imbalan, (2) pengaruh gaya kepemimpinan kepala sekolah terhadap motivasi berprestasi, (3) pengaruh gaya kepemimpinan kepala sekolah kinerja guru, (4) pengaruh *organizational citizenship behavior* terhadap imbalan, (5) pengaruh *organizational citizenship behavior* terhadap motivasi berprestasi, (6) pengaruh *organizational citizenship behavior* terhadap kinerja guru (7) pengaruh imbalan terhadap kinerja guru, (8) pengaruh motivasi berprestasi terhadap kinerja guru. Subjek penelitian adalah Guru SMA Negeri di Kota Banda Aceh dengan jumlah sampel sebanyak 240 orang yang diambil dengan cara *stratified proportional random sampling*, data dianalisis dengan menggunakan analisis jalur setelah dihitung korelasi seluruh variabel penelitian dalam bentuk matriks.

Hasil analisis pengaruh variabel eksogen terhadap variabel endogen pada masing-masing substruktur diperoleh (1) imbalan dipengaruhi oleh gaya kepemimpinan kepala sekolah dan *organizational citizenship behavior* masing-masing sebesar 0,059 dan 0,067, (2) motivasi berprestasi dipengaruhi oleh gaya kepemimpinan kepala sekolah dan *organizational citizenship behavior* masing-masing sebesar 0,064 dan 0,1296, (3) kinerja guru dipengaruhi oleh gaya kepemimpinan kepala sekolah, *organizational citizenship behavior*, imbalan dan motivasi berprestasi masing-masing sebesar 0,046; 0,067; 0,017; dan 0,092; serta pengaruh tidak langsung X_1 terhadap X_5 melalui X_3 sebesar 0,0078; pengaruh tidak langsung X_1 terhadap X_5 melalui X_4 sebesar 0,0193; pengaruh tidak langsung (X_2) terhadap X_5 melalui X_3 sebesar 0,0054; dan pengaruh tidak langsung (X_2) terhadap X_5 melalui (X_4) sebesar 0,0168.

Hasil penelitian memberikan gambaran bahwa *Total Effect* proporsional dari variabel gaya kepemimpinan kepala sekolah, *organizational citizenship behavior*, imbalan, dan motivasi berprestasi baik pengaruh langsung, maupun tidak langsung sebesar 24,46%, komponen Spurious (S) proporsional total sebesar 5,29% dan komponen Unanalyzed (U) proporsional total sebesar 2,59%, sedangkan sisanya dipengaruhi oleh variabel lainnya di luar gaya kepemimpinan kepala sekolah, *organizational citizenship behavior*, imbalan, dan motivasi berprestasi sebesar 56,8%.