

ABSTRAK

Bahler Siregar, NIM. 8186132011 Pengaruh Kepemimpinan Kepala Sekolah, Motivasi Kerja, dan Etika Kerja Terhadap Kinerja Guru di SMA Negeri Kecamatan Padangsidempuan Selatan Kota Padangsidempuan. Tesis. Program Studi Administrasi Pendidikan, Medan : Pascasarjana Universitas Negeri Medan, 2021.

Tujuan penelitian ini mengetahui pengaruh kepemimpinan kepala sekolah, motivasi kerja dan etika kerja terhadap kinerja guru. Penelitian ini dilaksanakan di SMA Negeri 3 dan SMA Negeri 5 Kota Padangsidempuan. Populasi penelitian ini semua guru yang berjumlah 137 orang, sampel berjumlah 105 orang. Jenis penelitian ex post facto dengan teknik analisis jalur. Data penelitian diolah dengan bantuan program SPSS. Hasil penelitian ditemukan adalah: (1) kepemimpinan kepala sekolah berpengaruh langsung positif terhadap motivasi kerja; (2) kepemimpinan kepala sekolah berpengaruh langsung positif terhadap etika kerja; (3) kepemimpinan kepala sekolah berpengaruh langsung positif terhadap kinerja guru; (4) motivasi kerja berpengaruh langsung positif terhadap kinerja guru ; (5) etika kerja berpengaruh langsung positif terhadap kinerja guru. Berdasarkan hasil penelitian ini dapat dikatakan bahwa upaya peningkatan kinerja guru diawali dengan upaya peningkatan kepemimpinan kepala sekolah, diikuti dengan peningkatan motivasi kerja dan etika kerja.

Kata Kunci: Kepemimpinan Kepala Sekolah, Motivasi, Etika, Kinerja.



ABSTRACT

Bahler Siregar, NIM. 8186132011 The influence of Principal Leadership Work Motivation and Work Ethics on Teacher Performance in Public High Schools south Padangsidempuan, Padangsidempuan City. Thesis. Educational Administration Study Program, Medan: Postgraduate Program, State University of Medan, 2021.

The purpose of this study was to determine the effect of principal leadership, work motivation and work ethics on teacher performance. This research was done at senior highschool 3 and senior highschool 5 Padangsidempuan City. The population of this study were all teachers, amounting to 137 people, the sample was 105 people. This type of research is ex post facto with path analysis techniques. The research data were processed with the help of the SPSS program. The results found were: (1) principal leadership had a positive direct effect on work motivation; (2) principal leadership has a positive direct effect on work ethics; (3) principal leadership has a positive direct effect on teacher performance; (4) work motivation has a positive direct effect on teacher performance; (5) work ethic has a positive direct effect on teacher performance. Based on the results of this study, it can be said that efforts to improve teacher performance begin with efforts to improve the leadership of the principal, followed by an increase in work motivation and work ethics.

Keywords: *Principal Leadership, Motivation, Ethics, Performance.*