

ABSTRAK

Enjel Oktaviany Simanjutak. Pengaruh Keemimpinan Kepala Sekolah, Motivasi Kerja dan Kepuasan Kerja terhadap Kinerja Guru SMP Negeri di Kecamatan Siantar Timur. Tesis. Medan. Program Studi Administrasi Pendidikan Pascasarjana Universitas Negeri Maedan, Juli 2023.

Kepemimpinan Kepala Sekolah Berpengaruh positif pada kinerja dalam melaksanakan fungsinya sebagai fungsi inovator, motivator dan supervisi. Dalam menjalankan kepemimpinan kepala sekolah harus mampu memberikan dorongan dalam diri guru untuk melakukan tugas dengan baik. Dalam penelitian ini kepemimpinan kepala sekolah mampu meningkatkan kepuasan kerja dalam hal penghargaan yang mampu memberikan motivasi kepada guru. Peningkatan kinerja mampu memberikan pengaruh yang positif dan signifikan terhadap variable lainnya. Penelitian ini dilakukan pada SMP Negeri di Kecamatan Siantar Timur. Populasi penelitian 131 orang guru untuk menentukan jumlah sampel yang digunakan rumus Slovin, sehingga diperoleh sampel sebanyak 100 orang. Pengumpulan dilakukan menggunakan angket setelah dilakukan terlebih dahulu uji coba instrumen, dengan nilai reabilitas kepemimpinan kepala sekolah 0,910 dengan kategori sangat reliabel, nilai reabilitas Motivasi Kerja 0,905 dengan kategori sangat reliabel, nilai reabilitas Kepuasan Kerja 0,900 dengan kategori sangat reliabel, nilai reabilitas Kinerja Guru 0,869 dengan kategori sangat reliabel. Hasil penelitian ini menjelaskan bahwa kepemimpinan kepala sekolah, Motivasi Kerja, Kepuasan Kerja dapat digunakan untuk meningkatkan kinerja guru SMP Negeri di Kecamatan Siantar Timur.

Kata kunci: Kepemimpinan Kepala Sekolah, Motivasi Kerja, Kepuasan Kerja

Kinerja Guru



ABSTRACT

Enjel Oktaviany Simanjuntak. The Effect of Principal Leadership, Work Motivation and Job Satisfaction on the Performance of State Middle School Teachers in Siantar Timur District. Thesis. Medan. Postgraduate Educational Administration Study Program, Maedan State University, July 2023.

Principal leadership has a positive influence on performance in carrying out its functions as an innovator, motivator and supervisory function. In carrying out the leadership of the principal must be able to provide encouragement in the teacher to do the job well. In this study, the principal's leadership was able to increase job satisfaction in terms of rewards that were able to motivate teachers. Improved performance is able to provide a positive and significant influence on other variables. This research was conducted at State Junior High Schools in East Siantar District. The study population was 131 teachers to determine the number of samples used the Slovin formula, so that a sample of 100 people was obtained. The collection was carried out using a questionnaire after testing the instrument first. with the reliability value of the principal's leadership of 0.910 in the very reliable category, the reliability value of Work Motivation 0.905 in the very reliable category, the reliability value of Job Satisfaction 0.900 in the very reliable category, the reliability value of Teacher Performance is 0.869 in the very reliable category. The results of this study explain that the principal's leadership, work motivation, job satisfaction can be used to improve the performance of state junior high school teachers in East Siantar District.

Keywords: *Principal Leadership, Work Motivation, Job Satisfaction Teacher Performance*