

ABSTRAK

Samselinar Lase, NIM 8206132009. Pengaruh Kepemimpinan Transformasional, Budaya Sekolah dan Motivasi terhadap Kinerja Guru SMP se-Kecamatan Gido Kabupaten Nias. Tesis. Program Studi Administrasi Pendidikan, Medan: Pascasarjana Universitas Negeri Medan, 2024.

Tujuan penelitian ini mengetahui pengaruh kepemimpinan transformasional, Budaya Sekolah, Motivasi terhadap Kinerja Guru. Adapun permasalahan pada penelitian ini, hasil kinerja guru masih rendah dalam merencanakan, melaksanakan dan mengevaluasi pembelajaran. Penelitian ini dilaksanakan di SMP Negeri dan Swasta se-Kecamatan Gido Kabupaten Nias Populasi penelitian ini berjumlah 142 orang, dan sampel penelitian berjumlah 106 orang. Metode penelitian adalah *ex post facto* dengan teknik analisis jalur. Data penelitian diolah bantuan program SPSS. Hasil penelitian ditemukan adalah: (1) kepemimpinan transformasional berpengaruh langsung terhadap kinerja guru; (2) kepemimpinan transformasional berpengaruh langsung terhadap motivasi guru; (3) budaya sekolah berpengaruh langsung positif terhadap kinerja guru; (4) budaya sekolah berpengaruh langsung terhadap motivasi guru; (5) motivasi berpengaruh langsung positif terhadap kinerja guru; (6) kepemimpinan kepala sekolah berpengaruh langsung terhadap kinerja melalui motivasi; (7) budaya sekolah berpengaruh langsung terhadap kinerja melalui motivasi. Berdasarkan hasil penelitian ini dapat disimpulkan bahwa kepemimpinan transformasional, dan budaya sekolah berpengaruh secara signifikan terhadap peningkatan motivasi guru, serta kepemimpinan transformasional, dan budaya sekolah berpengaruh secara signifikan terhadap peningkatan kinerja guru dalam merencanakan, melaksanakan dan mengevaluasi pembelajaran.

Kata Kunci: Kepemimpinan Transformasional, Budaya Sekolah, Motivasi, Kinerja guru



ABSTRACT

Samselinar Lase, NIM 8206132009. *The influence of principal Leadership Transformational, Culture, Motivation on Teacher Performance in Junior High Schools District Gido Regency Nias. Thesis. Educational Administration Study Program, Medan: Postgraduate Program, State University of Medan, 2024.*

The purpose of this study is to determine the influence of transformational leadership, school culture, and motivation on teacher performance. The research problem is that teacher performance results are still low in planning, implementing, and evaluating learning. This research was conducted in Junior High Schools (SMP) both public and private in Gido District, Nias Regency. The research population was 142 people, and the research sample was 106 people. The research method is ex post facto with path analysis technique. The research data was processed using the SPSS program. The results of the study found that: 1) Transformational leadership has a direct influence on teacher performance, 2) Transformational leadership has a direct influence on teacher motivation, 3) School culture has a direct positive influence on teacher performance, 4) School culture has a direct influence on teacher motivation, 5) Motivation has a direct positive influence on teacher performance, 6) Principal leadership has a direct influence on performance through motivation, 7) School culture has a direct influence on performance through motivation. Based on the results of this study, it can be concluded that transformational leadership and school culture have a significant influence on increasing teacher motivation, and transformational leadership and school culture have a significant influence on increasing teacher performance in planning, implementing, and evaluating learning.

Keywords: *Leadership Transformational, Culture, Motivation, Teachers Performance*