

**DETERMINASI KEPEMIMPINAN AUTENTIK,
SUPERVISI AKADEMIK, BUDAYA ORGANISASI
DAN MOTIVASI KERJA TERHADAP KINERJA GURU
DI SEKOLAH PENGGERAK SMP NEGERI
DI KABUPATEN BULELENG**

NYOMAN SUDIANA

ABSTRAK

Penelitian ini merupakan penelitian kuantitatif, bertujuan untuk menganalisis determinasi dari kepemimpinan autentik, supervisi akademik, budaya organisasi, dan motivasi kerja terhadap kinerja guru di sekolah penggerak. Populasi penelitian ini 400 guru di Sekolah Penggerak SMP Negeri di Kabupaten Buleleng. Penentuan sampel menggunakan teknik *proporsional random sampling* dan diperoleh sampel sebanyak 229 orang. Data penelitian dikumpulkan dengan kuesioner tipe tertutup 5 opsi model skala Likert. Data hasil penelitian dianalisis menggunakan teknik analisis statistik deskriptif dan teknik analisis statistik inferensial multivariat *SEM-PLS*. Hasil penelitian menemukan bahwa: (1) Secara deskriptif kuantitatif semua variabel dinyatakan sangat baik, hanya variabel kinerja guru kategorinya baik, (2) Model teoretik hubungan antar variabel eksogen dan endogen dinyatakan terbukti secara empirik, (3) Kepemimpinan autentik, supervisi akademik dan budaya organisasi berpengaruh secara langsung positif dan signifikan terhadap motivasi kerja, (4) Kepemimpinan autentik, supervisi akademik, budaya organisasi dan motivasi kerja berpengaruh secara langsung positif dan signifikan terhadap kinerja guru. (5) Motivasi kerja berfungsi signifikan sebagai pemediasi dalam pengaruh secara tidak langsung kepemimpinan autentik, supervisi akademik dan budaya organisasi terhadap kinerja guru. Temuan penelitian mengindikasikan pentingnya penerapan kepemimpinan autentik, supervisi akademik yang efektif, menciptakan budaya organisasi yang positif menumbuhkan motivasi kerja untuk meningkatkan kinerja guru di sekolah penggerak.

Kata-kata kunci: kepemimpinan autentik, supervisi akademik, budaya organisasi, motivasi kerja, kinerja guru.

**DETERMINATION OF AUTHENTIC LEADERSHIP,
ACADEMIC SUPERVISION, ORGANIZATIONAL CULTURE AND WORK
MOTIVATION ON TEACHER PERFORMANCE AT THE STATE MIDDLE
MOVEMENT SCHOOL IN BULELENG REGENCY**

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ABSTRACT

This research is a quantitative research, aiming to analyze the determination of authentic leadership, academic supervision, organizational culture, and work motivation on teacher performance in movement schools . The population of this study was 400 teachers at the movement school teachers in Buleleng Regency State Junior High School in Buleleng Regency. Determination of samples using proportional random sampling techniques and obtained samples of 229 people. The study data were collected with a closed-type questionnaire of 5 Likert scale model options. The research data were analyzed using descriptive statistical analysis techniques and multivariate inferential statistical analysis techniques SEM-PLS. The results found that: (1) Descriptively quantitatively all variables are stated very good, only the teacher performance variable category is good, (2) Theoretical models of relationships between exogenous and endogenous variables are stated to be empirically proven, (3) Authentic leadership, academic supervision and organizational culture have a direct positive and significant effect on work motivation, (4) Authentic leadership, academic supervision, organizational culture and work motivation have a direct positive and significant effect to teacher performance. (5) Work motivation serves significantly as a mediator in the indirect influence of authentic leadership, academic supervision and organizational culture on teacher performance. Research findings indicate the importance of implementing authentic leadership, effective academic supervision, creating a positive organizational culture fostering work motivation to improve teacher performance in movement schools.

Key words: authentic leadership, academic supervision, organizational culture, work motivation, teacher performance.