

PENGARUH KEPEMIMPINAN PELAYAN, SUPERVISI AKADEMIK, MOTIVASI KERJA DAN KEPUASAN KERJA TERHADAP KINERJA GURU SMP DI KABUPATEN LOMBOK TENGAH

BAYANGKARI

ABSTRAK

Tujuan penelitian ini adalah mengkaji dan menjelaskan pengaruh kepemimpinan pelayan, supervisi akademik, motivasi kerja, dan kepuasan kerja terhadap kinerja guru. Penelitian dilakukan terhadap guru SMP di Kabupaten Lombok Tengah menerapkan teknik survei menggunakan kuesioner pada 352 sampel diambil dari 2.722 orang sesuai formula Morgan yang dikoreksi dengan rumus Warwich dan Lininger. Data penelitian dianalisis dengan teknik *Structural Equation Modeling* dan *Partial Least Squares* (SEM-PLS). Hasil penelitian menunjukkan bahwa; (1) deskripsi kuantitatif variabel kepemimpinan pelayan, supervise akademik, motivasi kerja, kepuasan kerja dan kinerja guru pada kategori sangat tinggi. (2) model teoretik yang dibangun dari variabel penelitian membentuk persamaan struktural pada kategori kuat untuk memprediksi hasil analisis, (3) kepemimpinan pelayan berpengaruh secara langsung positif dan signifikan terhadap kepuasan kerja, (4) kepemimpinan pelayan berpengaruh secara langsung positif dan signifikan terhadap kinerja guru, (5) supervisi akademik berpengaruh secara langsung positif dan signifikan terhadap kepuasan kerja, (6) supervisi akademik tidak berpengaruh secara langsung terhadap kinerja guru, (7) motivasi kerja berpengaruh secara langsung positif dan signifikan terhadap kepuasan kerja, (8) motivasi kerja tidak berpengaruh secara langsung terhadap kinerja guru, (9) kepuasan kerja berpengaruh secara langsung positif dan signifikan terhadap kinerja guru; (10) kepemimpinan pelayan berpengaruh secara tidak langsung terhadap kinerja guru melalui kepuasan kerja, (11) supervisi akademik tidak berpengaruh secara tidak langsung terhadap kinerja guru melalui kepuasan kerja, (12) motivasi kerja berpengaruh secara tidak langsung terhadap kinerja guru melalui kepuasan kerja. Temuan penelitian ini bahwa kepuasan kerja berpengaruh paling kuat terhadap kinerja guru, selain itu kepuasan kerja mampu memediasi dengan baik pengaruh kepemimpinan pelayan dan supervisi akademik terhadap kinerja guru. Direkomendasikan untuk menerapkan kepemimpinan pelayan, supervisi akademik, motivasi kerja dan kepuasan kerja untuk meningkatkan kinerja guru.

Kata-kata kunci: kepemimpinan pelayan; supervise akademik; motivasi kerja; kepuasan kerja; kinerja guru

THE INFLUENCE OF SERVICE LEADERSHIP, ACADEMIC SUPERVISION, WORK MOTIVATION AND JOB SATISFACTION ON THE TEACHER PERFORMANCE OF THE SECONDARY HIGH SCHOOL IN CENTRAL LOMBOK DISTRICT

BAYANGKARI

ABSTRACT

The aim of this research is to examine and explain the influence of servant leadership, academic supervision, work motivation, and job satisfaction on teacher performance. The research was conducted on junior high school teachers in Central Lombok Regency applying survey techniques using questionnaires on 352 samples taken from 2,722 people according to the Morgan formula which was corrected by the Warwick and Lininger formula. Research data was analyzed using Structural Equation Modeling and Partial Least Squares (SEM-PLS) techniques. The research results show that; (1) quantitative description of the variables of servant leadership, academic supervision, work motivation, job satisfaction and teacher performance in the very high category. (2) the theoretical model built from research variables forms a structural equation in the strong category to predict the results of the analysis, (3) servant leadership has a direct positive and significant effect on job satisfaction, (4) servant leadership has a direct positive and significant effect on teacher performance, (5) academic supervision has a direct positive and significant effect on job satisfaction, (6) academic supervision has no direct effect on teacher performance, (7) work motivation has a direct positive and significant effect on job satisfaction, (8) work motivation has no direct effect on teacher performance, (9) job satisfaction has a direct positive and significant effect on teacher performance; (10) servant leadership has an indirect effect on teacher performance through job satisfaction, (11) academic supervision has no indirect effect on teacher performance through job satisfaction, (12) work motivation has an indirect effect on teacher performance through job satisfaction. The findings of this research are that job satisfaction has the strongest influence on teacher performance, besides that it job satisfaction is able to mediate well the influence of servant leadership and academic supervision on teacher performance. It is recommended to apply servant leadership, academic supervision, work motivation and job satisfaction to improve teacher performance.

Keywords: servant leadership; academic supervision; work motivation; job satisfaction; teacher performance