

# **PENGARUH KEPEMIMPINAN TRANSFORMASIONAL, BUDAYA ORGANISASI, KARAKTERISTIK INDIVIDU DAN MOTIVASI KERJA TERHADAP KINERJA GURU SEKOLAH MENENGAH ATAS DI KABUPATEN SUMBA BARAT DAYA**

**YOHANES UMBU LEDE**

## **ABSTRAK**

Tujuan penelitian ini adalah untuk menganalisis pengaruh langsung dan tidak langsung kepemimpinan transformasional, budaya organisasi, dan karakteristik individu terhadap motivasi kerja dan kinerja guru, serta pengaruh langsung motivasi kerja terhadap kinerja guru. Penelitian ini menggunakan metode analisis kuantitatif yang meneliti 300 sampel dari populasi 726 orang. Metode pengumpulan data menggunakan kuesioner model skala *Likert* dan data hasil penelitian dianalisis dengan statistik deskriptif dan statistik multivariat SEM-PLS (*Structural Equation Modeling-Partial Least Square*). Hasil penelitian menunjukkan bahwa: (1) kepemimpinan transformasional tidak terdapat pengaruh secara langsung terhadap motivasi kerja, (2) kepemimpinan transformasional berpengaruh secara langsung, positif dan signifikan terhadap kinerja guru, (3) budaya organisasi berpengaruh secara langsung positif dan signifikan terhadap motivasi kerja, (4) budaya organisasi berpengaruh langsung, positif dan signifikan terhadap kinerja guru. (5) karakteristik individu berpengaruh secara langsung positif dan signifikan terhadap motivasi kerja, (6) karakteristik individu berpengaruh secara langsung terhadap kinerja guru, (7) motivasi kerja berpengaruh positif dan secara langsung terhadap kinerja guru, (8) kepemimpinan transformasional berpengaruh positif dan signifikan secara tidak langsung terhadap kinerja guru melalui motivasi kerja, (9) budaya organisasi berpengaruh positif dan signifikan secara tidak langsung terhadap kinerja guru melalui motivasi kerja, (10) karakteristik individu berpengaruh positif dan signifikan secara tidak langsung terhadap kinerja guru melalui motivasi kerja, dan (11) bahwa model teoretik hubungan antar variabel eksogen dan variabel endogen teruji secara empirik.

***Kata Kunci: Kepemimpinan Transformasional, Budaya Organisasi, Karakteristik Individu, Motivasi Kerja, dan Kinerja Guru.***

**THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP, ORGANIZATION CULTURE, INDIVIDUAL CHARACTERISTICS AND WORK MOTIVATION ON THE PERFORMANCE OF HIGH SCHOOL TEACHERS IN SOUTHWEST SUMBA REGENCY**

**YOHANES UMBU LEDE**

**ABSTRACT**

*The purpose of this study is to analyze the direct and indirect influence of transformational leadership, organizational culture, and individual characteristics on work motivation and teacher performance, as well as the direct influence of work motivation on teacher performance. This study used quantitative analysis methods that examined 300 samples from a population of 726 people. The data collection method used Likert scale model questionnaires and research data was analyzed with descriptive statistics and multivariate statistics SEM-PLS (Structural Equation Modeling-Partial Least Square). The results showed that: (1) transformational leadership has no direct influence on work motivation, (2) transformational leadership has a direct, positive and significant effect on teacher performance, (3) organizational culture has a direct positive and significant effect on work motivation, (4) Organizational culture has a direct, positive and significant effect on teacher performance. (5) individual characteristics have a direct positive and significant effect on work motivation, (6) individual characteristics have a direct effect on teacher performance, (7) work motivation has a positive and direct effect on teacher performance, (8) transformational leadership has a positive and significant indirect effect on teacher performance through work motivation, (9) Organizational culture has a positive and significant indirectly effect on teacher performance through work motivation, (10) individual characteristics have a positive and significant indirect effect on teacher performance through work motivation, and (11) that theoretical models of relationships between exogenous variables and endogenous variables are empirically tested.*

**Keywords:** *transformational leadership, organization culture, individual characteristics, work motivation, and teacher performance.*