

# PENGARUH KEPEMIMPINAN ENTREPRENEURIAL, ETOS KERJA, IKLIM ORGANISASI, DAN MOTIVASI KERJA TERHADAP KINERJA GURU SMK DI KABUPATEN BADUNG

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## ABSTRAK

Penelitian ini bertujuan untuk mendeskripsikan secara kuantitatif variabel univariat, menganalisis pengaruh langsung dan tidak langsung variabel kepemimpinan *entrepreneurial*, etos kerja, iklim organisasi, motivasi kerja, dan model empirik tentang hubungan variabel independen, mediator dengan variabel dependen kinerja guru SMK di Kabupaten Badung. Penelitian ini merupakan penelitian kuantitatif *ex-post facto*. Populasi penelitian ini adalah 698 orang guru SMK di Kabupaten Badung. Sampel penelitian diambil dengan teknik *stratified proportional random sampling* sebanyak 290 orang. Metode pengumpulan data digunakan kuesioner model skala Likert untuk mengumpulkan data semua variabel penelitian. Metode analisis data menggunakan analisis statistik deskriptif dan statistik inferensial multi variat SEM-PLS. Hasil penelitian ini menunjukkan bahwa: (1) variabel kepemimpinan *entrepreneurial*, etos kerja, iklim organisasi, motivasi kerja, dan kinerja guru menunjukkan skor rata-rata secara berturut-turut sebesar 129,97; 126,99; 129,52; 128,78; dan 131,78; (2) model persamaan struktural hubungan variabel eksogen dengan variabel endogen memiliki hubungan prediktif yang kuat; (3) terdapat pengaruh positif dan signifikan kepemimpinan *entrepreneurial* terhadap motivasi kerja; (4) terdapat pengaruh positif dan signifikan etos kerja terhadap motivasi kerja; (5) terdapat pengaruh positif dan signifikan iklim organisasi terhadap motivasi kerja; (6) terdapat pengaruh positif dan signifikan kepemimpinan *entrepreneurial* terhadap kinerja guru; (7) terdapat pengaruh positif dan signifikan etos kerja terhadap kinerja guru; (8) terdapat pengaruh positif dan signifikan iklim organisasi terhadap kinerja guru; (9) terdapat pengaruh positif dan signifikan motivasi kerja terhadap kinerja guru; (10) terdapat pengaruh positif dan signifikan kepemimpinan *entrepreneurial* secara tidak langsung terhadap kinerja guru; (11) terdapat pengaruh positif dan signifikan etos kerja secara tidak langsung terhadap kinerja guru; dan (12) terdapat pengaruh positif dan signifikan iklim organisasi secara tidak langsung terhadap kinerja guru.

**Kata kunci:** *kepemimpinan entrepreneurial, etos kerja, iklim organisasi, motivasi kerja, kinerja guru*

# THE INFLUENCE OF ENTREPRENEURIAL LEADERSHIP, WORK ETHIC, ORGANIZATIONAL CLIMATE, AND WORK MOTIVATION ON THE PERFORMANCE OF SMK TEACHERS IN BADUNG DISTRICT

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## ABSTRACT

*This study aims to quantitatively describe univariate variables, analyse the direct and indirect effects of entrepreneurial leadership, work ethic, organisational climate, work motivation, and empirical models of the relationship between independent variables, mediators, and dependent variables on the performance of vocational school teachers in Badung Regency. This study is an ex-post facto quantitative study. The study population consists of 698 vocational school teachers in Badung Regency. The research sample was taken using a stratified proportional random sampling technique of 290 people. Data collection methods used a Likert scale questionnaire to collect data on all research variables. Data analysis methods employed descriptive statistical analysis and multivariate inferential statistical analysis using SEM-PLS. The results of this study indicate that: (1) the variables of entrepreneurial leadership, work ethic, organisational climate, work motivation, and teacher performance showed average scores of 129.97, 126.99, 129.52, 128.78, and 131.78, respectively; (2) The structural equation model of the relationship between exogenous variables and endogenous variables has a strong predictive relationship; (3) there is a positive and significant influence of entrepreneurial leadership on work motivation; (4) There is a positive and significant influence of work ethic on work motivation; (5) There is a positive and significant influence of organisational climate on work motivation; (6) There is a positive and significant influence of entrepreneurial leadership on teacher performance; (7) There is a positive and significant effect of work ethic on teacher performance; (8) There is a positive and significant effect of organisational climate on teacher performance; (9) There is a positive and significant effect of work motivation on teacher performance; (10) There is a positive and significant indirect effect of entrepreneurial leadership on teacher performance; (11) There is a positive and significant indirect effect of work ethic on teacher performance; and (12) There is a positive and significant indirect effect of organisational climate on teacher performance.*

**Keywords:** *entrepreneurial leadership, work ethic, organisational climate, work motivation, teacher performance*