

**KONTRIBUSI KEPEMIMPINAN KEPALA SEKOLAH, IKLIM KERJA,
DAN MOTIVASI KERJA TERHADAP KINERJA GURU DI SMP
LAB UNDIKSHA SINGARAJA**

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Abstrak

Penelitian ini bertujuan untuk mengetahui Kontribusi Kepemimpinan Kepala Sekolah, Iklim Kerja, dan Motivasi Kerja Terhadap Kinerja Guru di SMP Lab Undiksha Singaraja. Penelitian ini adalah penelitian “*ex-post facto*”. Teknik sampling yang digunakan pada penelitian ini adalah sampel jenuh atau seluruh populasi digunakan sebagai sampel penelitian. Sampel pada penelitian ini sebanyak 36 orang guru. Data dikumpulkan dengan kuesioner dan dokumen. Analisis data dilakukan dengan teknik regresi sederhana, regresi ganda, dan korelasi parsial. Berdasarkan penelitian yang telah dilakukan, didapatkan hasil bahwa: (1) terdapat kontribusi yang signifikan antara Kepemimpinan Kepala Sekolah terhadap Kinerja Guru di SMP Lab Undiksha, dengan kontribusi sebesar 58,70% dan sumbangan efektif sebesar 30,12%. (2) terdapat kontribusi yang signifikan antara Iklim Kerja terhadap Kinerja Guru di SMP Lab Undiksha, dengan kontribusi sebesar 49,50% dan sumbangan efektif sebesar 17,13%. (3) terdapat kontribusi yang signifikan antara Motivasi Kerja terhadap Kinerja Guru di SMP Lab Undiksha dengan kontribusi sebesar 60,70% dan sumbangan efektif sebesar 31,07%. *Keempat*, secara bersama-sama, terdapat kontribusi yang signifikan antara Kepemimpinan Kepala Sekolah, Iklim Kerja, dan Motivasi Kerja terhadap Kinerja Guru di SMP Lab Undiksha dengan kontribusi sebesar 78,30% terhadap kinerja guru di SMP Lab Undiksha.

Kata kunci : *ex-post facto*, kepemimpinan kepala sekolah, iklim kerja, motivasi kerja, kinerja guru

**LEADERSHIP CONTRIBUTIONS HEAD OF SCHOOL, CLIMATE
WORK, AND WORK MOTIVATION OF TEACHER PERFORMANCE IN
SMP LAB UNDIKSHA SINGARAJA**

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Abstract

This study aims to determine the Contribution of Principal Leadership, Work Climate, and Work Motivation on Teacher Performance in Undiksha Singaraja Lab. This research is an "ex-post facto" research. The sampling technique used in this study is a saturated sample or the entire population is used as a research sample. the sample in this study were 36 teachers. Data were collected by questionnaire and document. Data analysis was performed using simple regression, multiple regression, and partial correlation techniques. Based on the research that has been done, the results show that: First, there is a significant contribution between the Principal's Leadership on Teacher Performance in Undiksha Junior High School, with a contribution of 58.70% and an effective contribution of 30.12%. Second, there is a significant contribution between Work Climate on Teacher Performance in Undiksha Junior High School, with a contribution of 49.50% and an effective contribution of 17.13%. Third, there is a significant contribution between Work Motivation on Teacher Performance in Undiksha Junior High School with a contribution of 60.70% and an effective contribution of 31.07%. Fourth, together, there is a significant contribution between Principal Leadership, Work Climate, and Work Motivation on Teacher Performance in Undiksha Middle School with a contribution of 78.30% on teacher performance in Undiksha Middle School.

Keywords: ex-post facto, principal's leadership, work climate, work motivation, teacher performance