

ABSTRAK

Kinerja Guru dalam merencanakan pembelajaran, melaksanakan pembelajaran dan menilai hasil belajar merupakan faktor penting dalam mencapai tujuan pendidikan. Kinerja Guru dipengaruhi oleh beberapa faktor, diantaranya ialah disiplin kerja dan motivasi kerja, namun ada juga faktor kepemimpinan kepala sekolah. Penelitian ini dilakukan pada guru-guru SMK Raksana 2 Medan, dengan jumlah keseluruhan guru ialah 34 orang. Tujuan penelitian ini dilakukan ialah mengetahui pengaruh motivasi kerja terhadap kinerja guru, pengaruh disiplin kerja terhadap kinerja guru, kepemimpinan kepala sekolah mempengaruhi motivasi kerja terhadap kinerja guru, kepemimpinan kepala sekolah mempengaruhi disiplin kerja terhadap kinerja guru. Penelitian ini menggunakan pendekatan kuantitatif dan menggunakan sampel sensus. Hasil penelitian menunjukkan bahwa motivasi kerja berpengaruh terhadap kinerja guru, disiplin kerja berpengaruh terhadap kinerja guru, kepemimpinan kepala sekolah memoderasi motivasi kerja terhadap kinerja guru, kepemimpinan kepala sekolah memoderasi disiplin kerja terhadap kinerja guru. Hal ini menunjukkan bahwa semakin baik motivasi kerja dan disiplin kerja maka akan meningkatkan kinerja guru, begitu juga pengaruh kepemimpinan kepala sekolah memoderasi motivasi dan disiplin kerja terhadap kinerja guru.

Kata Kunci : Motivasi Kerja, Disiplin Kerja, Kepemimpinan Kepala Sekolah, Kinerja Guru

ABSTRACT

The performance of teachers in planning lessons, implementing learning, and assessing learning outcomes is an important factor in achieving educational goals. The performance of teachers is influenced by several factors, including work discipline and work motivation, but there is also the factor of the principal's leadership. This research was conducted on the teachers of SMK Raksana 2 Medan, with a total of 34 teachers. The purpose of this research is to determine the effect of work motivation on teacher performance, the effect of work discipline on teacher performance, how the leadership of the school principal influences work motivation on teacher performance, and how the leadership of the school principal influences work discipline on teacher performance. This study employs a quantitative approach and uses a census sampling method. The research results indicate that work motivation affects teacher performance, work discipline affects teacher performance, the leadership of the school principal moderates the relationship between work motivation and teacher performance, and the leadership of the school principal moderates the relationship between work discipline and teacher performance. This shows that the better the work motivation and work discipline, the higher the teacher performance will be, as well as the influence of the school principal's leadership in moderating motivation and work discipline on teacher performance.

Keywords: Work Motivation, Work Discipline, School Principal Leadership, Teacher Performance