

ABSTRAK

Pengaruh Kepemimpinan Transformasional Kepala Sekolah Terhadap Kinerja Guru Melalui Motivasi Kerja Pada Sma Binaan Di Kabupaten Banyumas, Provinsi Jawa Tengah, Sungging Wijayanto, NIM. 82322425029

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan transformasional kepala sekolah terhadap kinerja guru melalui motivasi kerja pada SMA binaan di Kabupaten Banyumas, Provinsi Jawa Tengah. Penelitian menggunakan metode kuantitatif dengan pendekatan explanatory survey pada 169 guru yang menjadi sampel proporsional dari enam SMA binaan. Instrumen penelitian berupa angket skala Likert 1-5 yang telah diuji validitas dan reliabilitasnya. Analisis data dilakukan menggunakan regresi jalur (path analysis) dan uji mediasi *bootstrapping* 5.000 resamples dengan CI 95% untuk menilai signifikansi efek tidak langsung. Hasil penelitian menunjukkan bahwa kepemimpinan transformasional berpengaruh positif dan signifikan terhadap motivasi kerja guru ($B = 0,338$; $Sig. = 0,000$), kepemimpinan transformasional juga berpengaruh positif dan signifikan terhadap kinerja guru secara langsung ($B = 0,128$; $Sig. = 0,041$) maupun total ($B = 0,316$; $Sig. = 0,000$), sedangkan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja guru ($B = 0,556$; $Sig. = 0,000$). Motivasi kerja terbukti memediasi secara parsial pengaruh kepemimpinan transformasional terhadap kinerja guru (indirect effect = 0,188; LLCI = 0,093; ULCI = 0,283), menunjukkan bahwa sebagian besar (55,6%) pengaruh kepemimpinan disalurkan melalui peningkatan motivasi kerja guru. Implikasinya peningkatan motivasi guru sangat strategis untuk meningkatkan kinerja guru. Temuan penelitian ini memperkuat kerangka hubungan kepemimpinan transformasional–motivasi kerja–kinerja guru dan memberikan implikasi teoretis serta praktis bagi pengembangan strategi pembinaan SMA binaan. Rekomendasi praktis antara lain penguatan kepemimpinan transformasional, program peningkatan motivasi guru, dan tindak lanjut monitoring kinerja guru secara berkelanjutan.

Kata kunci: Kepemimpinan Transformasional, Motivasi Kerja, Kinerja Guru, SMA Binaan, Mediasi

ABSTRACT

Pengaruh Kepemimpinan Transformasional Kepala Sekolah Terhadap Kinerja Guru Melalui Motivasi Kerja Pada Sma Binaan Di Kabupaten Banyumas, Provinsi Jawa Tengah, Sungging Wijayanto, NIM. 82322425029

This study aims to analyze the effect of school principals' transformational leadership on teacher performance through work motivation in fostered senior high schools in Banyumas Regency, Central Java Province. The study employed a quantitative method using an explanatory survey approach on 169 teachers who were proportionally sampled from six fostered senior high schools. The research instrument was a 5-point Likert scale questionnaire that had been tested for validity and reliability. Data analysis was conducted using path analysis and mediation testing through 5,000 resamples of *bootstrapping* with a 95% confidence interval to assess the significance of indirect effects. The results indicate that transformational leadership has a positive and significant effect on teacher work motivation (B = 0.338; Sig. = 0.000), and also has a positive and significant

direct effect on teacher performance (B = 0.128; Sig. = 0.041) as well as total effect (B = 0.316; Sig. = 0.000). Meanwhile, work motivation has a positive and significant effect on teacher performance (B = 0.556; Sig. = 0.000). Work motivation was proven to partially mediate the effect of transformational leadership on teacher performance (indirect effect = 0.188; LLCI = 0.093; ULCI = 0.283), showing that a majority (55.6%) of the leadership effect is conveyed through enhancing teacher motivation. The implication is that improving teacher motivation is highly strategic for boosting teacher performance. These findings strengthen the theoretical framework linking transformational leadership, work motivation, and teacher performance and provide both theoretical and practical implications for developing fostered senior high school improvement strategies. Practical recommendations include strengthening transformational leadership, implementing teacher motivation enhancement programs, and conducting ongoing teacher performance monitoring.

Keywords: Transformational Leadership, Work Motivation, Teacher Performance, Fostered Senior High Schools, Mediation