

ABSTRAK

Pebriyanti, Enita. 2022 Pengaruh *Coercive Power* dan *Reward Power* Kepala Sekolah Terhadap Kinerja Guru SMK Negeri 1 Kota Jambi

Penelitian ini bertujuan untuk mendeskripsikan *coercive power* dan *reward power* kepala sekolah, serta kinerja guru di SMK Negeri 1 Kota Jambi, serta menganalisis pengaruh *coercive power* dan *reward power* yang digunakan kepala sekolah terhadap kinerja guru di SMK Negeri 1 Kota Jambi, baik secara parsial maupun secara simultan. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian korelasional. Populasi dalam penelitian ini adalah seluruh guru yang masih aktif mengajar dan berstatus Aparatur Sipil Negara (ASN), yang berjumlah 59 orang. Berdasarkan teknik sampling jenuh yang digunakan, maka semua anggota populasi dijadikan sebagai sampel penelitian. Pengumpulan data dalam penelitian ini menggunakan kuesioner dengan format skala Likert, dimana data yang telah diperoleh kemudian dianalisis menggunakan teknik statistik deskriptif dan teknik statistik inferensial berupa *partial least square* (PLS). Hasil pengujian hipotesis menunjukkan bahwa secara parsial *coercive power* berpengaruh tidak signifikan terhadap kinerja guru SMK Negeri 1 Kota Jambi, sedangkan *reward power* berpengaruh signifikan terhadap kinerja guru SMK Negeri 1 Kota Jambi. Terkait dengan pengaruh secara simultan, hasil pengujian hipotesis menunjukkan bahwa *Coercive power* dan *reward power* secara bersama-sama berpengaruh signifikan terhadap kinerja guru SMK Negeri 1 Kota Jambi. Implikasi dari hasil penelitian ini yaitu kepala sekolah SMK Negeri 1 Kota Jambi diharapkan dapat lebih memperhatikan kesesuaian antara sanksi atau hukuman yang diberikan dengan tingkat kesalahan atau ketidakdisiplinan yang dilakukan guru, serta tidak memandang status, prestasi, atau hubungan kedekatan antara guru dengan kepala sekolah dalam pemberian sanksi atau hukuman. Hal ini dikarenakan dimensi keadilan dalam memberikan hukuman dari variabel *coercive power* memberikan kontribusi pengaruh paling kecil terhadap kinerja guru.

Kata Kunci: *Coercive Power*, *Reward Power*, Kinerja Guru

ABSTRAK

Pebriyanti, Enita. 2022 The Influence of Principal's Coercive Power and Reward Power on Teacher Performance at SMK Negeri 1 Jambi City

This study aims to describe the coercive power and reward power of the principal, as well as the performance of teachers at SMK Negeri 1 Jambi City, as well as to analyze the effect of the coercive power and reward power used by the principal on the performance of teachers at SMK Negeri 1 Jambi City, either partially or partially. simultaneous. This study uses a quantitative approach to the type of correlational research. The population in this study were all teachers who were still actively teaching and had the status of State Civil Apparatus (ASN), totaling 59 people. Based on the saturated sampling technique used, all members of the population were used as research samples. Data collection in this study used a questionnaire with a Likert scale format, where the data that had been obtained were then analyzed using descriptive statistical techniques and inferential statistical techniques in the form of partial least squares (PLS). The results of hypothesis testing indicate that partially coercive power has no significant effect on the performance of teachers at SMK Negeri 1 Jambi City, while reward power has a significant effect on teacher performance in SMK Negeri 1 Jambi City. Associated with the simultaneous effect, the results of hypothesis testing indicate that Coercive power and reward power together have a significant effect on the performance of teachers at SMK Negeri 1 Jambi City. The implication of the results of this study is that the principal of SMK Negeri 1 Jambi City is expected to pay more attention to the suitability of the sanctions or punishments given to the level of error or indiscipline made by the teacher, and not to look at the status, achievement, or close relationship between the teacher and the principal in giving sanctions or punishments. This is because the dimension of justice in giving punishment from the coercive power variable contributes the least influence on teacher performance.

Keywords: Coercive Power, Reward Power, Teacher Performance