

ABSTRAK

Lasmita, 2024. **Pengaruh Kepemimpinan Transformasional, Kepuasan dan Motivasi Kerja Guru Terhadap Kinerja Guru di SMP Negeri Se-Kabupaten Muaro Jambi.** Tesis Program Studi Magister Manajemen Pendidikan Universitas Jambi.

Pembimbing I : Prof. Dr. Dra. Muazza, M.Si. Pembimbing II : Dr. Robin Pratama, S.Pd., M.Pd

Penelitian ini bertujuan untuk melihat, mengetahui, serta meneliti gambaran pengaruh kepemimpinan transformasional, kepuasan kerja, dan motivasi kerja terhadap kinerja guru di SMP Negeri Se-Kabupaten Muaro Jambi. Penelitian ini dilakukan di semua SMP Negeri yang ada di Kabupaten Muaro Jambi. Penelitian menggunakan pendekatan kuantitatif dengan data yang dikumpulkan melalui kuesioner yang disebarakan kepada guru-guru di SMP Negeri. Data dianalisis menggunakan metode statistik deskriptif dan inferensial untuk mengetahui hubungan antara variabel-variabel yang diteliti. Temuan dari penelitian ini diharapkan dapat digunakan sebagai dasar dalam pengambilan kebijakan oleh Dinas Pendidikan Kabupaten Muaro Jambi untuk meningkatkan kualitas kinerja guru dan sistem pendidikan. Berdasarkan hasil penelitian dapat disimpulkan bahwa Terdapat pengaruh positif dan signifikan antara kepemimpinan transformasional, kepuasan, dan motivasi kerja guru terhadap kinerja guru di SMP Negeri Se-Kabupaten Muaro Jambi. Kepemimpinan transformasional yang menginspirasi, memberikan arahan yang jelas, dan mendukung perkembangan individu guru berdampak langsung pada kinerja mereka di kelas. Selain itu, kepuasan kerja yang tinggi membuat guru merasa dihargai, nyaman, dan berkesempatan untuk berkembang, sehingga mereka cenderung menunjukkan kinerja yang lebih baik. Namun, motivasi kerja, meskipun penting, tidak cukup kuat sebagai prediktor tunggal kinerja guru, sehingga perlu didukung faktor lain. Secara keseluruhan, kepemimpinan transformasional dan kepuasan kerja yang tinggi meningkatkan motivasi kerja dan kinerja guru secara signifikan

Kata Kunci: *Kepemimpinan Transformasional, Kepuasan Kerja, Motivasi Kerja, Kinerja Guru.*

ABSTRACT

Lasmita, 2024. The influence of Transformational Leadership, Teacher Work Satisfaction and Motivation to Teacher Performance in Public Middle Schools in Muaro Jambi Regency. Thesis of the Master of Education Management Study Program, Jambi University.

Supervisor I: Prof. Dr. Dra. Muazza, M.Si. Supervisor II: Dr. Robin Pratama, S.Pd., M.Pd

This research aims to see, understand and examine the influence of transformational leadership, job satisfaction and work motivation to teacher performance in State Middle Schools throughout Muaro Jambi Regency. This research was conducted in all State Middle Schools in Muaro Jambi Regency. The research used a quantitative approach with data collected through questionnaires distributed to teachers at State Middle Schools. Data were analyzed using descriptive and inferential statistical methods to determine the relationship between the variables studied. It is hoped that the findings from this research can be used as a basis for policy making by the Muaro Jambi District Education Office to improve the quality of teacher performance and the education system. Based on the research results, it can be concluded that there is a positive and significant influence between transformational leadership, job satisfaction and teacher performance in State Middle Schools throughout Muaro Jambi Regency. Transformational leadership that inspires, provides clear direction, and supports teachers' individual development has a direct impact on their performance in the classroom. In addition, high job satisfaction makes teachers feel appreciated, comfortable and have the opportunity to develop, so they tend to show better performance. However, work motivation, although important, is not strong enough as a sole predictor of teacher performance, so it needs to be supported by other factors. Overall, transformational leadership and high job satisfaction significantly increase teacher work motivation and performance significantly.

Keywords: *Transformational Leadership, Job Satisfaction, Work Motivation, Teacher Performance.*