

## **ABSTRACT**

**Sisca Meidina Saputri.** *The Influence of Charismatic Leadership, Work Discipline, Work Environment, Internal Communication on the Performance of Junior High School Teachers in Merangin Regency* Promoter: Prof. Dr. Drs Firman, M.SI, Co Promoter: Prof. Dr. Akmal Sutja, M.Pd

*This investigation seeks to explore the effects of charismatic leadership, work discipline, work environment, and internal communication on the performance of junior high school educators in Merangin Regency. A quantitative descriptive research design was employed, with a population comprising 297 teachers, and total sampling was utilized as the sampling strategy. Data collection was facilitated through questionnaires, and the data were subsequently analyzed using Partial Least Square Structural Equation Modeling (PLS-SEM)*

*The results of the study indicate that: 1) charismatic leadership has a significant positive direct effect on teacher performance; 2) charismatic leadership also has a significant positive effect on internal communication; 3) work discipline has a significant positive direct effect on teacher performance; 4) work discipline has a significant positive effect on the work environment; 5) internal communication has a significant positive effect on teacher performance; 6) the work environment has a significant positive effect on teacher performance; 7) there is a significant indirect effect of charismatic leadership on teacher performance through internal communication, which mediates this relationship; and 8) work discipline has an indirect effect on teacher performance through the work environment, which also mediates this relationship.*

*However, this study has several limitations, including the fact that the data collection was conducted using a cross-sectional approach, meaning data were gathered at a single point in time in Merangin Regency. Additionally, the data analysis only tested the relationships between variables without considering other potential factors. Nevertheless, the findings of this study have important implications for policymaking aimed at improving teacher performance. School leaders are encouraged to identify the factors that influence teacher performance to implement more effective improvements. The novelty of this research lies in the inclusion of the school culture variable, which has not been widely addressed in previous studies. This study also provides insights into the challenges of enhancing the performance of junior high school teachers, particularly in Merangin Regency.*

**Keywords:** *Work Discipline, Charismatic Leadership, Teacher Performance, Internal Communication, Work Environment*

## ABSTRAK

**Sisca Meidina Saputri.** Pengaruh Kepemimpinan Karismatik, Disiplin Kerja, Lingkungan Kerja, Komunikasi Internal Terhadap Kinerja Guru SMPN di Kabupaten Merangin Promotor: Prof. Dr. Drs Firman, M.SI, Co Promotor: Prof. Dr.Akmal Sutja, M.Pd

Penelitian ini bertujuan untuk menguji pengaruh kepemimpinan karismatik, disiplin kerja, lingkungan kerja, dan komunikasi internal terhadap kinerja guru SMPN di Kabupaten Merangin. Penelitian ini menggunakan pendekatan kuantitatif deskriptif dengan populasi 297 guru dan teknik penarikan sampel total sampling. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan Structural Equation Modelling Partial Least Square (SEM).

Hasil penelitian menunjukkan bahwa: 1) terdapat pengaruh langsung positif yang signifikan antara kepemimpinan karismatik dan kinerja guru; 2) kepemimpinan karismatik juga berpengaruh positif dan signifikan terhadap komunikasi internal; 3) disiplin kerja berpengaruh langsung positif dan signifikan terhadap kinerja guru; 4) disiplin kerja berpengaruh positif dan signifikan terhadap lingkungan kerja; 5) komunikasi internal berpengaruh positif dan signifikan terhadap kinerja guru; 6) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja guru; 7) terdapat pengaruh tidak langsung yang signifikan antara kepemimpinan karismatik dan kinerja guru melalui komunikasi internal, yang memediasi pengaruh tersebut; 8) disiplin kerja berpengaruh tidak langsung terhadap kinerja guru melalui lingkungan kerja, yang juga memediasi pengaruh tersebut.

Namun, penelitian ini memiliki beberapa keterbatasan, antara lain pengukuran terhadap responden hanya dilakukan secara cross-sectional, yaitu pada satu titik waktu di Kabupaten Merangin. Selain itu, analisis data dalam penelitian ini hanya menguji pengaruh antar variabel tanpa mempertimbangkan faktor lainnya. Meskipun demikian, hasil penelitian ini memberikan implikasi penting dalam pengambilan kebijakan terkait peningkatan kinerja guru. Pimpinan sekolah diharapkan dapat mengidentifikasi faktor-faktor yang mempengaruhi kinerja guru untuk perbaikan yang lebih baik. Kebaruan dalam penelitian ini terletak pada adanya variabel budaya sekolah, yang tidak diteliti dalam penelitian-penelitian sebelumnya. Penelitian ini juga menjawab tantangan peningkatan kinerja guru SMPN, khususnya di Kabupaten Merangin.

Kata kunci: Disiplin Kerja, Kepemimpinan Karismatik, Kinerja Guru, Komunikasi Internal, Lingkungan Kerja