



PENGARUH GAYA KEPEMIMPINAN DAN DISIPLIN KERJA TERHADAP KINERJA GURU

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Abstract

This study aims to find out and analyze the extent of the Effect of Leadership Style and Work Discipline on the Performance of Teachers of State Vocational High School 3 Bogor City. This study Uses Independent Variables and Dependent variables within this study the total population sample used was 85 teachers. The results of data analysis using the SPSS 25 Computer application with the results of the regression are $Y = 13,292 + 0,597X_1 + 0,150X_2$ variable X_1 is 0.597 and variable X_2 is 0.150. This shows that the Leadership Style and Work Discipline have a positive and significant effect on Teacher's Performance, indicated by a correlation coefficient of 0.530 and a coefficient of determination of 0.281 the result $F_{count} = 16.015 > F_{table} = 3.11$. As the result, the study concludes that there is a significant relationship between Leadership Style and Work Discipline simultaneously on Teacher's Performance at Vocational High School 3 Bogor.

Keywords: Leadership Style; Work Discipline; Teacher's Performance.

Abstrak

Penelitian ini bertujuan untuk mengetahui dan menganalisis sejauh mana Pengaruh Gaya Kepemimpinan dan Disiplin Kerja terhadap Kinerja Guru SMK Negeri 3 Kota Bogor. Penelitian ini Menggunakan Variabel Independen dan variabel Dependen. Dalam Penelitian ini jumlah populasi sampel yang digunakan sebanyak 85 orang Guru. Hasil analisis data menggunakan aplikasi Komputer SPSS 25 dengan hasil regresinya adalah $Y = 13,292 + 0,597X_1 + 0,150X_2$, variabel X_1 sebesar 0,597 dan variabel X_2 sebesar 0,150. Ini menunjukkan bahwa Gaya Kepemimpinan dan Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Guru, ditunjukkan oleh koefisien korelasi sebesar 0,530 dan koefisien determinasi sebesar 0,281 Nilai $F_{hitung} = 16.015 > F_{tabel} = 3.11$. Maka disimpulkan bahwa terjadi hubungan yang signifikan antara Gaya Kepemimpinan dan Disiplin Kerja secara simultan terhadap Kinerja Guru pada SMK Negeri 3 Kota Bogor.

Kata Kunci : Gaya Kepemimpinan; Disiplin Kerja; Kinerja Guru

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