

## ABSTRAK

### PENGARUH KEPEMIMPINAN KEPALA SEKOLAH, MOTIVASI BERPRESTASI DAN IKLIM KERJA TERHADAP KINERJA GURU SMA NEGERI KABUPATEN LAMPUNG UTARA

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Penelitian ini bertujuan untuk menguji (1) pengaruh kepemimpinan kepala sekolah terhadap kinerja guru SMAN Kabupaten Lampung Utara (2) pengaruh motivasi berprestasi terhadap kinerja guru SMAN Kabupaten Lampung Utara (3) iklim kerja terhadap kinerja guru SMAN Kabupaten Lampung Utara dan (4) pengaruh kepemimpinan kepala sekolah, motivasi berprestasi dan iklim kerja terhadap kinerja guru SMAN Kabupaten Lampung Utara. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis *Ex Post Facto*. Populasi pada penelitian ini yaitu 890 guru SMA Negeri Kabupaten Lampung Utara, dengan menggunakan teknik *cluster random sampling* sehingga terpilih 113 guru sebagai sampel. Pengumpulan data dilakukan dengan kuesioner. Analisis data menggunakan analisis regresi sederhana dan regresi berganda, yang sebelumnya telah dilakukan uji prasyarat regresi yaitu normalitas, heteroskedastisitas, multikolinieritas, dan linieritas. Hasil penelitian menunjukkan bahwa (1) terdapat pengaruh positif dan signifikan kepemimpinan kepala sekolah terhadap kinerja guru (2) terdapat pengaruh positif dan signifikan motivasi berprestasi terhadap kinerja (3) terdapat pengaruh positif dan signifikan iklim kerja terhadap kinerja guru dan (4) terdapat pengaruh positif dan signifikan kepemimpinan kepala sekolah, motivasi berprestasi dan iklim kerja terhadap kinerja guru.

**Kata kunci:** kepemimpinan kepala sekolah, motivasi berprestasi, iklim kerja, kinerja guru.

## **ABSTRACT**

### **THE EFFECT OF SCHOOL PRINCIPAL LEADERSHIP, ACHIEVEMENT MOTIVATION, AND WORK CLIMATE ON THE PERFORMANCE OF STATE HIGH SCHOOL TEACHERS IN NORTH LAMPUNG DISTRICT**

**By**

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This study aims to determine (1) the influence of the principal's leadership on the performance of high school teachers in North Lampung district; (2) the effect of achievement motivation on the performance of high school teachers in the North Lampung district; (3) the work climate on the performance high school teachers in the North Lampung district; and (4) the influence of principal's leadership, achievement motivation and work climate on the performance of senior high school teachers in North Lampung district. This research is included in the type of quantitative descriptive research with an Ex Post Facto approach. The population in this study were 890 teachers at State Senior High School in North Lampung District, using the cluster random sampling technique so that 113 teachers were selected as the sample. Data collection was carried out using a questionnaire. Data analysis used simple regression analysis and multiple regression, which previously carried out regression prerequisite tests, namely normality, heteroscedasticity, multicollinearity, and linearity. The results of the study show the following (1) there is a positive and significant influence of the principal's leadership on teacher performance; (2) there is a positive and significant effect of achievement motivation on teacher performance; (3) there is a positive and significant effect of work climate on teacher performance; and (4) there is a positive and significant influence of the principal's leadership, achievement motivation and work climate on teacher performance.

**Keywords :** school principal leadership achievement motivation, work climate teacher performance