

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis: kepemimpinan kepala sekolah, budaya sekolah, kesejahteraan guru, motivasi berprestasi dan kompetensi guru ilmu-ilmu sosial SMA di Kabupaten Ciamis serta pengaruhnya terhadap kinerja guru.

Populasi penelitian ini adalah guru ilmu-ilmu sosial SMA Negeri di Kabupaten Ciamis sebanyak 121 orang. Teknik pengumpulan data menggunakan kuesioner model skala Likert lima pilihan, dan diolah menggunakan teknik analisis jalur dengan bantuan SPSS IBM Mac versi 23.

Persepsi reponden menunjukkan bahwa kepemimpinan kepala sekolah, budaya sekolah, motivasi berprestasi, kompetensi guru dan kinerja guru dalam katagori sedang, sedangkan kesejahteraan guru dalam kategori tinggi. Hasil penelitian menunjukkan: (1) terdapat pengaruh positif langsung kepemimpinan kepala sekolah, budaya sekolah dan kesejahteraan guru terhadap motivasi berprestasi; (2) terdapat pengaruh positif langsung kepemimpinan kepala sekolah, budaya sekolah, kesejahteraan guru dan motivasi berprestasi terhadap kompetensi guru; (3) terdapat pengaruh positif tidak langsung kepemimpinan kepala sekolah, budaya sekolah, dan kesejahteraan guru melalui motivasi berprestasi terhadap kompetensi guru (4) terdapat pengaruh positif langsung kepemimpinan kepala sekolah, budaya sekolah, kesejahteraan guru, motivasi berprestasi dan kompetensi guru terhadap kinerja guru; (5) terdapat pengaruh positif tidak langsung kepemimpinan kepala sekolah, budaya sekolah, dan kesejahteraan guru, melalui motivasi berprestasi dan kompetensi guru terhadap kinerja guru.

Pengaruh kepemimpinan kepala sekolah, budaya sekolah, kesejahteraan guru, motivasi berprestasi dan kompetensi guru baik langsung maupun tidak langsung berpengaruh rendah terhadap kinerja guru. Untuk meningkatkan kinerja guru dapat dilakukan melalui kegiatan pengembangan keprofesian berkelanjutan (PKB).

Kata kunci: kepemimpinan kepala sekolah, budaya sekolah, kesejahteraan guru, motivasi berprestasi, kompetensi guru, kinerja guru.

## **ABSTRACT**

*This research is intended to analyze : the principal's leadership, school culture, teacher's welfare, motivation to achievement and social teacher's competence of Senior High School in Ciamis district and their impacts towards the teacher's performance.*

*Population of this research are of 121 social teachers at SMA Negeri 1 Ciamis. The data collection technique used is the questionnaires of Likert scale model of five options and managed with path analysis technique with SPSS IBM Mac vserion 23.*

*Respondents' perception show that the principal's leadership, school culture, motivation to achievement, teacher's competence and teacher's performance are in the moderate category, while teacher's welfare is in the high category. The research result shows that: (1) there is a direct positive impact of principal's leadership, school culture and teacher's welfare towards the motivation to achievement; (2) there is a direct positive impact of principal's leadership, teacher's welfare and motivation to achievement towards the teacher's competence; (3) there is an indirect positive impact of principal's leadership, school culture, and teacher' welfare through the motivation to achievement towards the teacher's performance; (4) there is a direct positive impact of principal's leadership, school culture, teacher's welfare, motivation to achievement and teacher's competence towards the teacher's performance; (5) there is an indirect positive impact of principal's leadership, school culture, and teacher's welfare, through the motivation to achievement and teacher's competence towards the teacher's performance.*

*The impact of principal's leadership, school culture, teacher's welfare, motivation to achievement and teacher's performance directly or indirectly provides low impact towards the teacher's performance. To improve the teacher's performance can be conducted through the sustained profession development activity or Kegiatan Pengembangan Keprofesian Berkelanjutan (PKB).*

*Key words: principal's leadership, school culture, teacher's welfare, motivation to achievement, teacher's competence, teacher's performance.*