

ABSTRAK
PENGARUH KEPEMIMPINAN KEPALA SEKOLAH DAN MOTIVASI KERJA
TERHADAP KINERJA GURU DI SMK SANGKURIANG 1 CIMAHI

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Penelitian ini dilakukan di SMK Sangkuriang 1 Cimahi. Permasalahan yang menjadi kajian dalam penelitian ini adalah belum optimalnya kinerja guru. Kinerja guru diukur berdasarkan empat indikator kompetensi guru yaitu kompetensi pedagogik, kompetensi kepribadian, kompetensi sosial dan kompetensi profesional. Fokus kajiannya diarahkan pada faktor-faktor yang mempengaruhi kinerja guru. Kepemimpinan kepala sekolah dan motivasi kerja merupakan faktor yang diduga memiliki pengaruh terhadap kinerja guru. Oleh karena itu, penelitian mengkaji tiga variabel yaitu kepemimpinan kepala sekolah (X1), motivasi kerja (X2) dan kinerja guru (Y).

Penelitian ini menggunakan metode survey. Teknik pengumpulan data menggunakan angket. Responden adalah guru SMK Sangkuriang 1 Cimahi sebanyak 52 orang. Teknik analisis data menggunakan analisis regresi.

Hasil analisis data menunjukkan bahwa kepemimpinan kepala sekolah, motivasi dan kinerja guru di SMK Sangkuriang 1 Cimahi berada pada kategori sedang. Berdasarkan hasil analisis regresi, diperoleh hasil bahwa kepemimpinan kepala sekolah dan motivasi kerja baik secara parsial maupun simultan memiliki pengaruh yang positif dan signifikan terhadap kinerja guru.

Kata Kunci: *kepemimpinan kepala sekolah, motivasi kerja, kinerja guru*

ABSTRACT
**THE INFLUENCES OF SCHOOL LEADERSHIP AND WORK MOTIVATION ON
TEACHERS PERFORMANCE IN THE VOCATIONAL HIGH SCHOOL SANGKURIANG 1
CIMAHI**

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This research was conducted at SMK Sangkuriang 1 Cimahi. The issue to be studied in this research is not optimal teacher performance. Teacher performance is measured based on four indicators of teacher competence that is pedagogical competence, personal competence, social competence and professional competence . Focus directed at factors that influenced teacher performance. School leadership and work motivation are factors that thought to have influence on the teachers performance. Therefore the study examines three variables, namely (X1) school leadership, work motivation (X2) and teachers performance (Y).

This study used survey method. Data collection techniques used question form. The respondents were teachers of The Vocational High School Sangkuriang 1 Cimahi as many as 52 people. The data technique analyzed using the regression.

The result of the data analysis revealed that school leadership, motivation in , and teachers performance at The Vocational High School Merdeka Bandung included in middle category. Based on the analyzed of regression, the result revealed that school leadership and work motivation both partially and simultaneously, has the positive and significant influence toward teacher performance.

Kata Kunci: *school leadership, work motivation, teachers performance*