

ABSTRAK

Ada beberapa masalah kemampuan guru dalam mengarahkan pembelajaran menjadi kurang optimal, baik di dalam kelas maupun di luar kelas. Kinerja guru banyak berhubungan dengan rendahnya kualitas pendidikan. Berdasarkan observasi awal peneliti, faktor-faktor yang muncul akhir-akhir ini antara lain kurangnya kepemimpinan kepala sekolah dalam mengawasi staf, kurangnya gaji untuk staf relawan, yang mengakibatkan kurangnya motivasi, dan kedisiplinan staf. karena kurangnya pemeriksaan utama dan kurangnya sarana dan prasarana, sehingga berdampak negatif terhadap lingkungan. Metode penelitian menggunakan pendekatan deskriptif kuantitatif. Penelitian ini melibatkan 100 guru di sekolah menengah swasta di Kecamatan Yosowilangun. Teknik pengambilan sampel ini menggunakan teknik simple random sampling. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh keempat variabel kepemimpinan, motivasi, disiplin dan lingkungan kerja terhadap variabel dependen kinerja karyawan. Hasil uji t menunjukkan bahwa kepemimpinan kepala sekolah, disiplin kerja dan lingkungan kerja berpengaruh signifikan terhadap kinerja pegawai SMP Swasta di Kabupaten Yosowilangun, sedangkan motivasi kerja tidak berpengaruh signifikan terhadap kinerja pegawai SMP Swasta. di Kecamatan Yosowilangun.

Kata kunci : Kepemimpinan, Motivasi, Kedisiplinan, Lingkungan Kerja, Kinerja Pegawai.

ABSTRACT

They are problems are encountered that the teacher's ability to manage learning is not maximized both in class and outside the classroom. Teacher performance is much related to the low quality of education. Based on the results of the researcher's initial observations, factors that have occurred recently include the lack of headmaster leadership of the school principal in controlling employee performance, lack of salary for honorary employees which results in a lack of motivation to work, lack of discipline in employees, due to lack of control by the principal and lack of facilities and infrastructure resulting in adverse environmental impacts work. The research method uses a descriptive quantitative approach. The population in this study were 100 teaching staff at private junior high schools in Yosowilangun District. This sampling technique uses a simple random sampling. The aims of this to reveal how much influence the four variables, namely, leadership, motivation, discipline and work environment have on the dependent variable, namely employee performance. The results of the T test showed that the headmaster leadership, work discipline and work environment had a significant effect on the performance of private junior high school employees in Yosowilangun District and work motivation had no significant effect on the performance of private junior high school employees in Yosowilangun District.

Keywords: *Leadership, Motivation, Discipline, Work environment, employee performance.*