

ABSTRAK

Kinerja memegang peranan sentral dalam konteks lembaga pendidikan, karena memiliki implikasi besar terhadap peningkatan kinerja guru di SMK Muhammadiyah Lumajang. Kinerja para guru di institusi pendidikan dipengaruhi oleh beberapa faktor, termasuk budaya organisasi, kepemimpinan, dan kepuasan kerja. Penelitian ini bertujuan untuk mengeksplorasi dampak budaya organisasi, kepemimpinan, dan kepuasan kerja terhadap kinerja guru di SMK Muhammadiyah Lumajang menggunakan pendekatan kuantitatif. Data yang digunakan dalam penelitian ini berasal dari sumber internal SMK Muhammadiyah Lumajang, dengan melibatkan 33 responden yang dipilih menggunakan pendekatan sampel jenuh. Analisis regresi linier berganda digunakan sebagai metode analisis. Hasil dari pengumpulan data, termasuk penggunaan skala Likert, menunjukkan bahwa budaya organisasi memiliki dampak yang signifikan terhadap kinerja guru di SMK Muhammadiyah Lumajang, sementara kepemimpinan dan kepuasan kerja tidak memiliki pengaruh yang signifikan terhadap kinerja guru di SMK Muhammadiyah Lumajang.

Kata Kunci : budaya organisasi, kepemimpinan, kepuasan kerja dan kinerja guru



ABSTRACT

Since performance has a direct impact on raising teacher effectiveness at SMK Muhammadiyah Lumajang, it is the most significant factor in every educational institution. Leadership, work satisfaction, and corporate culture all have an impact on how well teachers perform in a classroom. The purpose of this study is to ascertain how job happiness, organizational culture, and leadership affect teachers' performance at SMK Muhammadiyah Lumajang. This study employed a quantitative approach. The information used in this study came from SMK Muhammadiyah Lumajang's internal records. 33 respondents in all were included in the saturated sample, which was then subjected to multiple linear analysis for analysis.. A Likert scale is included in the questionnaire used in the data collection process. The study's test results indicate that job satisfaction has no bearing on teachers' performance at Muhammadiyah Lumajang Vocational School, leadership has no bearing on teachers' performance there, and organizational culture variables have an impact on teachers' performance there. A Likert scale is included in the questionnaire used in the data collection process. The study's test results indicate that job satisfaction has no bearing on teachers' performance at Muhammadiyah Lumajang Vocational School, leadership has no bearing on teachers' performance there, and organizational culture variables have an impact on teachers' performance there.

Keywords: *organizational culture, leadership, job satisfaction and teacher performance*

