

**PENGARUH GAYA KEPEMIMPINAN,
MOTIVASI DAN BUDAYA KERJA
TERHADAP KINERJA GURU SMKN 1 KOTA KEDIRI**

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Abstract

The teacher is obliged to prepare lesson plans, carry out learning, evaluate school programs, manage curriculum, manage personnel, manage equipment and supplies, manage finances, serve students, and foster good relations between schools and the community and create a conducive school climate.

The principal is a leader who must be able to coordinate and align all available educational resources. Principal leadership is one of the factors that can encourage schools to be able to realize their school's vision, mission, goals and objectives through programs that are implemented effectively. Therefore, school principals are required to have strong management and leadership skills, namely being able to take initiative and initiative.

The role of the SMK teacher in terms of duties and responsibilities is not light, both as a teacher (instructional function) and as an educator (educational function). They will always face various problems in all matters of learning. Another educator's task is that he must be able to align with other tasks at school.

The problem faced by teachers at SMK Negeri 1 Kota Kediri is in terms of teaching. Process-wise, these problems arise in three periods, namely the period before teaching activities (preinstructional activities), the period of teaching activities (instructional activities), and the period after teaching activities (post-instructional activities).

The type of research used in this research is quantitative research. This research is to measure the existence of a variable by using research instruments. The data obtained from this study are data in the form of numbers. The method used in this study is a quantitative descriptive research method. This method is based on positivistic (concrete data), research data in the form of numbers that will be measured using statistics as a means of calculating the test, related to the problem under study to produce a conclusion.

The results of the study show that: 1. Leadership style has a direct and significant influence on the performance of teachers at SMKN 1 Kota Kediri, 2. Work motivation has a direct and significant influence on the performance of teachers at SMKN 1 Kota Kediri, work culture has a direct and significant influence on the performance of SMKN teachers 1 Kediri City and Leadership style, work motivation, and work culture have a direct and significant influence on teacher performance at SMKN 1 Kota Kediri

Keywords: Leadership style, motivation, work culture, teacher performance