

ABSTRAK

JIHAN FAHRIA GANGGA, 2021. PENGARUH TUNJANGAN KINERJA TERHADAP PENINGKATAN KINERJA DI MEDIASI GAYA KEPEMIMPINAN TRANSFORMASIONAL PADA TENAGA PENDIDIK DI MAN 1 KOTA TERNATE.

Tujuan penelitian ini adalah untuk mengetahui : (1) Pengaruh tunjangan kinerja terhadap peningkatan kinerja tenaga pendidik di MAN 1 Kota Ternate; (2) Pengaruh tunjangan kinerja terhadap gaya kepemimpinan transformasional di MAN 1 Kota Ternate; (3) Pengaruh gaya kepemimpinan transformasional terhadap peningkatan kinerja tenaga pendidik di MAN 1 Kota Ternate; (4) Pengaruh tunjangan kinerja terhadap peningkatan kinerja melalui gaya kepemimpinan transformasional sebagai variabel mediasi pada tenaga pendidik di MAN 1 Kota Ternate.

Hasil dari penelitian ini menunjukkan bahwa : (1) Tunjangan kinerja berpengaruh positif signifikan terhadap peningkatan kinerja; (2) Tunjangan kinerja berpengaruh positif signifikan terhadap gaya kepemimpinan transformasional; (3) Gaya kepemimpinan transformasional berpengaruh positif signifikan terhadap peningkatan kinerja; (4) Tunjangan kinerja berpengaruh positif signifikan terhadap peningkatan kinerja melalui gaya kepemimpinan transformasional sebagai variabel mediasi.

Kata kunci : tunjangan kinerja, gaya kepemimpinan transformasional, peningkatan kinerja

ABSTRACT

JIHAN FAHRIA GANGGA, 2021. BENEFITS OF ALLOWANCES FOR IMPROVING PERFORMANCE IN THE MEDIATION OF TRANSFORMATIONAL LEADERSHIP STYLES FOR EDUCATORS AT MAN 1 TERNATE CITY.

The purpose of this study was to determine: (1) the effect of performance allowances on improving the performance of educators in MAN 1 Ternate City; (2) The effect of performance allowance on transformational leadership style at MAN 1 Ternate City; (3) The effect of transformational leadership style on improving the performance of educators at MAN 1 Ternate City; (4) The effect of performance allowances on improving performance through transformational leadership style as a mediating variable for educators at MAN 1 Ternate City.

The results of this study indicate that: (1) Performance allowances have a significant positive effect on increasing performance; (2) performance allowances have a significant positive effect on transformational leadership style; (3) The transformational leadership style has a significant positive effect on improving performance; (4) Performance allowance has a significant positive effect on improving performance through transformational leadership style as a mediating variable.

Keywords: performance allowance, transformational leadership style, performance improvement.