

ABSTRACT

Education in Karawang Regency still faces significant challenges, especially related to the uneven quality in various sub-districts. As an educational institution, schools are a place for individuals to work together to achieve common goals, where the quality of human resources (HR), especially teacher performance, is a major factor in determining the success of education. In this case, Klari District has shown good performance, especially under the leadership of female principals, who have proven to be able to effectively encourage improvements in teacher performance.

Based on this phenomenon, this study aims to analyze in depth the influence of female leadership styles on teacher performance, with job satisfaction as a mediating variable at SMPN 1, SMPN 4 Klari, SMP IT Sehati Bina Insani, SMP PGRI Klari, and SMPS Islam Plus Al Hasanat. This study also examines the relationship between variables influencing each other to provide a more comprehensive understanding.

This research model uses a quantitative method without sampling techniques. It analyzes the entire population of 103 people, with each individual representing themselves. The data were analyzed using the Structural Equation Modeling (SEM) method based on Partial Least Square (PLS) to identify direct and indirect relationships between the variables studied.

The results of this study show that female leadership has a significant influence on both job satisfaction and teacher performance. Female leaders were found to enhance teachers' job satisfaction, which in turn positively affects their performance. Furthermore, job satisfaction serves as a significant mediating variable in the relationship between leadership and performance. A democratic, communicative, and supportive leadership style fosters a positive work environment, encouraging teachers to achieve better performance outcomes.

This study concludes that female leadership style has a significant influence on both job satisfaction and teacher performance in junior high schools in Klari District, Karawang. In addition to its direct impact, female leadership also contributes indirectly through job satisfaction as a mediating variable.

Keywords: Women's Leadership Style, Teacher Performance, Job Satisfaction, Human Resource Management, Organizational Behavior