

ABSTRACT

Education is one of the main foundations for a nation in terms of community development and national progress. Education is a right for all Indonesian citizens without exception and the state is obliged to provide adequate facilities. One of these facilities is teaching staff, namely teachers, the abilities and qualities of good teachers are described in the performance they produce. Based on the phenomenon of teacher performance which tends to decline in ABC Foundation schools, this phenomenon needs to be supported by increasing other variables such as the work motivation of the teachers themselves and the need for support from leaders. Data obtained through interviews shows that teachers at ABC Foundation schools have a lack of motivation and a lack of support from a leader in the continuity of the learning process.

This research aims to determine the work motivation of an ABC Foundation School teacher and determine the type of leadership applied at the ABC Foundation School with its simultaneous and partial influence on teacher performance. The benefits of this research are in the theoretical aspect for further research and the practical aspect which is a solution for the sustainability of research objects and teachers.

The data in this research was obtained by distributing questionnaires to 105 teachers spread across 3 levels of education, namely MI, MTS and MA. The sample used is a saturated sample, that is, all data from respondents is available, and the data analysis technique used is descriptive analysis and Partial Least Square-Structural Equation Model (PLS-SEM) with the SmartPLS 4.0 analysis tool.

The results of the study indicate that work motivation is in the strong category, leadership style is in the good category and teacher performance is in the good category. Based on the calculations that have been done, work motivation has a significant positive effect on teacher performance with an original sample value of 0.232, and a t-statistic value of 3.162, leadership style has a significant positive effect on teacher performance with an original sample value of 0.720, and a t-statistic value of 10.586.

The findings in this study can be used as evaluation material for improving employee performance at the ABC Foundation School, this study can also be used as a Direction in improving work motivation and improving leadership style. Increasing work motivation and leadership style will greatly support the realization of better teacher performance.

Keywords: *Work Motivation, Leadership, Teacher Performance, PLS-SEM*