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The Influence of School Culture, Transformational Leadership, and Teacher Motivation on Teacher Performance

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ABSTRACT

The purpose of this study is to ascertain the following: (1) the impact of school culture on junior high school work motivation; (2) the impact of transformational leadership on this relationship; (3) the impact of school culture on junior high school teacher performance; (4) the relationship between transformational leadership and junior high school performance; and (5) the impact of work motivation on junior high school teacher performance. Using descriptive data analysis methodologies, the study was carried out at junior high schools in the Delitua District in the academic year of 2023–2024. Regression analysis techniques were included in the data analysis method. There is a sample of 128 teachers in the population. The study's findings demonstrated that: (1) work motivation is directly impacted by school culture; (2) work motivation is directly impacted by transformational leadership in a significant positive way; (3) school culture directly affects performance; (4) transformational leadership directly affects performance; and (5) work motivation directly affects performance. These findings suggest that teacher effectiveness is influenced by school culture, transformational leadership, and work motivation and are important factors in supporting teacher performance.

KEYWORDS

School Culture, Transformational Leadership, Work Motivation, Teacher Performance

INTRODUCTION

Schools are very important for holding learning activities, where schools function to help improve human resources. Schools are not only for fostering knowledge, but schools are also places to gather, play, and interact with the school environment. Schools as educational institutions really need cooperation with all parties. Because education has an important role in human life, education is a planned effort that is carried out in order to have soft skills and hard skills. Soft skills are the capacity to act in a way that complies with moral, religious, and other standards. Although teachers possess hard talents in the form of knowledge and abilities (Silkayanti, 2019).

The culture of the school plays a significant role in raising teacher effectiveness. The principal's actions in enhancing teacher effectiveness, namely the principal's need to serve as an example by behavior that reflects values, norms, habits, beliefs, and rituals, upholds justice, is consistent, and can be trusted, inspires and motivates teachers to give their best (Alqudah, Carballo-Panela, and Ruza-Sanmartin, 2022).

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