

ABSTRACT

Wafa Ariani. Student ID: 200211030062. The Influence of School Principal's Managerial Skills, Work Climate, and Work Motivation on the Performance of Madrasah Teachers in Bontang City, East Kalimantan under the supervision of: Prof. Dr. Suriagiri, M.Pd as the first supervisor and Dr. Ahmad Salabi, M.Pd as the second supervisor, at the Postgraduate Program of UIN Antasari Banjarmasin, Islamic Education Management Study Program, in 2024.

Keywords: School Principal's Managerial Skills, Work Climate, Work Motivation, Teacher Performance

The school principal's managerial skills refer to the ability to effectively manage school resources and personnel to create an efficient learning environment that supports the overall development of the school. Work climate is critical as it reflects individuals' perceptions of the contributions made by the organization, forming the basis for subsequent behaviour of organizational members. Work motivation inspires, directs, and drives teachers to achieve their goals.

The objectives of this research are to analyze the influence of school principal's managerial skills on teacher performance, analyze the influence of work climate on teacher performance, analyze the influence of work motivation on teacher performance, analyze the combined influence of school principal's managerial skills and work climate on teacher performance, analyze the combined influence of school principal's managerial skills and work motivation on teacher performance, analyze the combined influence of work climate and work motivation on teacher performance, and analyze the combined influence of school principal's managerial skills, work climate, and work motivation on the performance of Madrasah teachers in Bontang City.

The population in this study consists of all principals and teachers serving in six Madrasah in Bontang City, totaling 111 people. The research sample consists of 87 individuals, determined using the Slovin formula. A quantitative approach was employed with the assistance of SPSS 26 software.

This research indicates that: 1) There is no influence of school principal's managerial skills on the performance of madrasah teachers across Bontang City. Based on the calculation, the magnitude of the influence of X_1 on Y is 0,094. Therefore, as X_1 increases, Y will increase by 9,4%, with a calculated of t_{hitung} of $1,402 < t_{tabel} 1,989$, 2) The work climate influences the performance of madrasah teachers across Bontang City. Based on the calculation, the magnitude of X^2 the influence on Y is 0,276 as follows: Therefore, as X^2 it increases, Y will increase by 27,6% a calculated of $2,426 > t_{tabel} 1,989$. 3) There is an influence of work motivation on the performance of madrasah teachers across Bontang City. Based on the calculation, the magnitude of the influence of X_3 on Y is 0,696. Therefore, Y will increase 69,6% with a calculated t_{hitung} of $6,031 > t_{tabel} 1,989$ as it increases. 4) The school principals' managerial skills and work climate influence the performance of madrasah teachers across Bontang City. Based on the calculation, a P value $0,000 < 0,05$ was obtained. Thus, higher school

principal's managerial skills and work climate lead to higher teacher performance. 5) The school principal's managerial skills and work motivation influence the performance of madrasah teachers across Bontang City. Based on the calculation, a P value $0,000 < 0,05$ was obtained. Thus, higher school principal's managerial skills and work motivation lead to higher teacher performance. 6) Work climate and work motivation influence the performance of madrasah teachers across Bontang City. Based on the calculation, a P value $0,000 < 0,05$ was obtained. Thus, higher work climate and work motivation lead to higher teacher performance. 7) The school principal's managerial skills, work climate, and work motivation influence the performance of madrasah teachers across Bontang City. Based on the calculation, a P value $0,000 < 0,05$ was obtained. Improvement in teacher performance can be achieved by enhancing the school principal's managerial skills, work climate, and work motivation by 56.1%.