

## ABSTRAK

**Fitria Nur Rahmitha:** 240211030102. *Pengaruh Gaya Kepemimpinan Kepala Sekolah Terhadap Disiplin Kerja Guru dan Kinerja Guru pada Sekolah Menengah Kejuruan Swasta Berbasin Islam dan Umum di Kota Banjarmasin*. Tesis. Pembimbing I Dr. Hj. Dina Hermina, M.Pd dan Pembimbing II Dr. Hj. Suraijiah, M.Pd, pada Program Studi Manajemen Pendidikan Islam Pascasarjana Universitas Islam Negeri Antasari Banjarmasin. 2026.

**Kata Kunci:** Gaya Kepemimpinan, Disiplin Kerja, Kinerja.

Optimalisasi kinerja guru di sekolah masih sering terhambat oleh rendahnya tingkat disiplin kerja, sehingga diperlukan penerapan gaya kepemimpinan kepala sekolah yang efektif sebagai motor penggerak dalam mengelola sumber daya tersebut. Tujuan dari penelitian ini adalah untuk menganalisis pengaruh yang signifikan gaya kepemimpinan kepala sekolah terhadap disiplin kerja guru dan kinerja guru pada Sekolah Menengah Kejuruan Swasta Berbasis Islam dan Umum di Kota Banjarmasin.

Jenis penelitian yang digunakan adalah *expost facto* dengan pendekatan kuantitatif. Populasi penelitian mencakup seluruh guru di 6 SMK Swasta berbasis Islam dan Umum di Kota Banjarmasin yang berjumlah 171 orang. Pengambilan sampel dilakukan menggunakan rumus *Slovin* dengan tingkat kesalahan 5% dan teknik *simple random sampling*, sehingga diperoleh sampel sebanyak 120 responden. Teknik pengumpulan data menggunakan kuesioner (angket) dan dokumentasi. Teknik analisis data yang digunakan adalah *Structural Equation Modeling berbasis Partial Least Squares* (SEM-PLS) melalui *software* SmartPLS 3.

Hasil penelitian ini menunjukkan bahwa: (1) Terdapat pengaruh yang signifikan gaya kepemimpinan kepala sekolah dan disiplin kerja guru pada Sekolah Menengah Kejuruan Swasta Berbasis Islam dan Umum di Kota Banjarmasin. (2) Tidak terdapat pengaruh yang signifikan antara gaya kepemimpinan kepala sekolah dan kinerja guru pada Sekolah Menengah Kejuruan Swasta Berbasis Islam dan Umum di Kota Banjarmasin. (3) Terdapat pengaruh yang signifikan antara disiplin kerja guru dan kinerja guru pada Sekolah Menengah Kejuruan Swasta Berbasis Islam dan Umum di Kota Banjarmasin. (4) Terdapat pengaruh yang signifikan antara gaya kepemimpinan kepala sekolah dan kinerja guru melalui disiplin kerja guru pada Sekolah Menengah Kejuruan Swasta Berbasis Islam dan Umum di Kota Banjarmasin. (5) Terdapat pengaruh yang signifikan antara gaya kepemimpinan kepala sekolah terhadap disiplin kerja guru dan kinerja guru pada Sekolah Menengah Kejuruan Swasta Berbasis Islam dan Umum di Kota Banjarmasin.

## ABSTRACT

**Fitria Nur Rahmitha:** 240211030102. *The Influence of Principal Leadership Style on Teacher Work Discipline and Teacher Performance at Islamic-Based and General Private Vocational High Schools in Banjarmasin.* Thesis. Supervisor I Dr. Hj. Dina Hermina, M.Pd and Supervisor II Dr. Hj. Suraijiah, M.Pd, Postgraduated at UIN Antasari Banjarmasin. 2026.

**Kata Kunci:** Leadership Style, Work Discipline, Performance.

The optimization of teacher performance in schools is still frequently hindered by low levels of work discipline; thus, the implementation of an effective principal leadership style is required as a driving force in managing these resources. The purpose of this study was to analyze the significant influence of the principal's leadership style on teacher work discipline and teacher performance at Islamic-based and general private vocational high schools in Banjarmasin.

This study employed an ex post facto research design with a quantitative approach. The research population included all teachers across 6 Islamic-based and general private vocational high schools in Banjarmasin, totaling 171 individuals. Sampling was conducted using the Slovin formula with a 5% margin of error and a simple random sampling technique, resulting in a sample size of 120 respondents. Data collection techniques utilized questionnaires and documentation. The data analysis technique applied was Structural Equation Modeling based on Partial Least Squares (SEM-PLS) via SmartPLS 3 software.

The results of this study indicated that: (1) There is a significant influence of the principal's leadership style on teacher work discipline at Islamic-based and general private vocational high schools in Banjarmasin. (2) There is no significant influence between the principal's leadership style and teacher performance at Islamic-based and general private vocational high schools in Banjarmasin. (3) There is a significant influence between teacher work discipline and teacher performance at Islamic-based and general private vocational high schools in Banjarmasin. (4) There is a significant influence between the principal's leadership style and teacher performance mediated by teacher work discipline at Islamic-based and general private vocational high schools in Banjarmasin. (5) There is a significant simultaneous influence of the principal's leadership style on both teacher work discipline and teacher performance at Islamic-based and general private vocational high schools in Banjarmasin.