

ABSTRAK

Penelitian ini bertujuan untuk mengetahui secara langsung maupun tidak langsung pengaruh etos kerja islam dan gaya kepemimpinan terhadap kinerja guru MTs melalui variabel motivasi, studi kasus pada guru MTs se NTT. Penelitian ini menggunakan metode penelitian deskriptif dan kuantitatif. Populasi penelitian adalah seluruh guru MTs se NTT sebanyak 1.324 guru. Sampel yang digunakan adalah sebanyak 133 guru dengan teknik pengambilan sampel *purposive sampling*. Teknik analisis yang digunakan adalah *Structural Equation Model* (SEM) dengan menggunakan WarpPLS 7.0. Hasil analisis data menunjukkan bahwa (1) etos kerja islam berpengaruh signifikan terhadap motivasi, (2) etos kerja islam berpengaruh signifikan terhadap kinerja, (3) gaya kepemimpinan berpengaruh signifikan terhadap motivasi, (4) gaya kepemimpinan berpengaruh signifikan terhadap kinerja, (5) motivasi berpengaruh signifikan terhadap motivasi, (6) etos kerja islam berpengaruh signifikan terhadap kinerja melalui motivasi, (7) gaya kepemimpinan berpengaruh terhadap kinerja melalui motivasi.

Kata kunci :etoskerjaislam, gayakepemimpinan, motivasi, kinerja



ABSTRACT

This study aims to determine directly or indirectly the effect of Islamic work ethic and leadership style on the performance of MTs teachers through motivational variables, case studies on MTs teachers throughout NTT. This research uses descriptive and quantitative research methods. The research population was all 1324 MTs teachers throughout NTT. The sample used was 133 teachers with purposive sampling technique. The analysis technique used is the Structural Equation Model (SEM) using WarpPLS 7.0. The results of data analysis show that (1) Islamic work ethic has a significant effect on motivation, (2) Islamic work ethic has a significant effect on performance, (3) leadership style has a significant effect on motivation, (4) leadership style has a significant effect on performance, (5) motivation has a significant effect on motivation, (6) Islamic work ethic has a significant effect on performance through motivation, (7) leadership style affects performance through motivation.

Keywords: Islamic work ethic, leadership style, motivation, performance

