

ABSTRAK

Kinerja merupakan salah satu aspek penting dalam berbagai bidang, termasuk dunia pendidikan. Kinerja yang baik akan berkontribusi secara signifikan terhadap pencapaian tujuan organisasi atau institusi. Dalam konteks pendidikan, kinerja guru menjadi faktor utama yang mempengaruhi kualitas pembelajaran dan hasil belajar siswa. Oleh karena itu, upaya untuk meningkatkan kinerja guru menjadi perhatian penting bagi pengelola pendidikan. Penelitian ini termasuk jenis penelitian kuantitatif dengan pendekatan asosiatif. Data yang digunakan dalam penelitian ini adalah data primer. Populasi dalam penelitian ini yaitu operator guru SMP Negeri Kabupaten Jember. Sampel ditentukan sebanyak 388 responden. Model analisis yang digunakan dalam penelitian ini adalah analisis *Structural Equation Modeling* (SEM) dengan bantuan *software WarpPLS*. Hasil Penelitian pengaruh secara langsung menunjukkan bahwa *servant leadership* dan *work-life balance* berpengaruh positif dan signifikan terhadap kinerja Guru SMPN Di Kabupaten Jember. *Servant leadership* dan *work-life balance* berpengaruh positif dan signifikan terhadap kepuasan kerja Guru SMPN di Kabupaten Jember. Sedangkan pengaruh tidak langsung menunjukkan bahwa *servant leadership* dan *work-life balance* berpengaruh positif dan signifikan terhadap kinerja Guru SMPN Di Kabupaten Jember melalui variabel kepuasan kerja Guru SMPN Di Kabupaten Jember.

Kata Kunci : *Servant Leadership, Work-Life, Kepuasan, Kinerja*

ABSTRAK

Performance is one of the important aspects in various fields, including the world of education. Good performance will contribute significantly to the achievement of organizational or institutional goals. In the context of education, teacher performance is the main factor that influences the quality of learning and student learning outcomes. Therefore, efforts to improve teacher performance are an important concern for education managers. This research is a type of quantitative research with an associative approach. The data used in this study are primary data. The population in this study were junior high school teacher operators in Jember Regency. The sample was determined as many as 388 respondents. The analysis model used in this study is the Structural Equation Modeling (SEM) analysis with the help of WarpPLS software. The results of the direct influence study show that servant leadership and work-life balance have a positive and significant effect on the performance of junior high school teachers in Jember Regency. Servant leadership and work-life balance have a positive and significant effect on the job satisfaction of junior high school teachers in Jember Regency. While the indirect influence shows that servant leadership and work-life balance have a positive and significant effect on the performance of junior high school teachers in Jember Regency through the variable of job satisfaction of junior high school teachers in Jember Regency. Keywords: Servant Leadership, Work-Life, Satisfaction, Performance

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