

ABSTRAK

Pendidikan dipandang sebagai suatu aspek yang mempunyai peran penting dalam mempersiapkan dan membentuk generasi muda dimasa mendatang. Dengan melalui pendidikan, suatu bangsa dapat menjadi bangsa yang tangguh, berkarakter, mandiri serta berdaya saing. Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan inklusif dan perilaku kerja inovatif terhadap kinerja guru melalui manajemen berbasis sekolah sebagai *intervening*. Penelitian ini menggunakan metode deskriptif dan verifikatif dengan menggunakan pendekatan kuantitatif. Metode penelitian yang digunakan dalam penelitian ini adalah metode deskriptif dan verifikatif dengan menggunakan pendekatan kuantitatif. Teknik pengambilan sampel yang diambil adalah dengan metode *cluster sampling* dan jumlah sampel ditentukan sebanyak 216 responden. Analisis *Structural Equation Modelling* (SEM). Hasil penelitian menyatakan bahwa kepemimpinan inklusif dan perilaku kerja inovatif berpengaruh positif dan signifikan terhadap manajemen berbasis sekolah di SD Wilayah Timur Kabupaten Jember; kepemimpinan inklusif berpengaruh positif namun tidak signifikan terhadap kinerja guru di SD Wilayah Timur Kabupaten Jember; perilaku kerja inovatif berpengaruh positif dan signifikan terhadap kinerja guru di SD Wilayah Timur Kabupaten Jember; Manajemen berbasis sekolah berpengaruh positif dan signifikan terhadap kinerja guru di SD Wilayah Timur Kabupaten Jember; serta kepemimpinan inklusif dan perilaku kerja inovatif berpengaruh positif dan signifikan terhadap kinerja guru dengan *intervening* manajemen berbasis sekolah di SD Wilayah Timur Kabupaten Jember.

Kata Kunci: Kepemimpinan Inklusif, Perilaku Kerja Inovatif, Manajemen Berbasis Sekolah, dan Kinerja Guru.



ABSTRACT

Education is seen as an aspect that plays a crucial role in preparing and shaping the future generation. Through education, a nation can become a strong, character-driven, independent, and competitive nation. This study aims to analyze the effect of inclusive leadership and innovative work behavior on teacher performance through school-based management as an intervening. This study uses descriptive and verification methods with a quantitative approach. The research method used in this study is descriptive and verification methods with a quantitative approach. The sampling technique used was cluster sampling and the number of samples was determined at 216 respondents. Data analysis was used Structural Equation Modeling (SEM). The results of the study indicate that inclusive leadership and innovative work behavior have a positive and significant effect on school-based management in elementary schools in the Eastern Region of Jember Regency. Inclusive leadership has a positive but insignificant effect on teacher performance in elementary schools in the Eastern Region of Jember Regency. Innovative work behavior has a positive and significant effect on teacher performance in elementary schools in the Eastern Region of Jember Regency. School-based management has a positive and significant effect on teacher performance in elementary schools in the Eastern Region of Jember Regency. Inclusive leadership and innovative work behavior have a positive and significant effect on teacher performance through school-based management interventions in elementary schools in the Eastern Region of Jember Regency.

Keywords: Inclusive Leadership, Innovative Work Behavior, School-Based Management, and Teacher Performance.

