

ABSTRACT

The success of education can be achieved when there is interaction between educators and students, so that the condition of the teacher plays an important role in its performance. The principal is thought to be the trigger for the teacher's performance to a lesser extent because he has not applied the existing rules to the maximum, considering various considerations relating to conditions in the school environment which result in the teacher having less motivation to carry out his duties and obligations to the fullest. This issue is interesting to study empirically.

The main objective of this study was to determine the extent of the influence of leadership, work culture on work motivation, the impact on employee performance specifically for teachers in SMA N 15 Semarang. This research was conducted by taking the object of research on PNS teachers in Semarang N 15 High School. This study uses a population of all PNS teachers in Semarang N 15 High School. This study uses a purposive sampling method. The number of respondents determined as the research census were 60 teachers. The analysis technique used to interpret and analyze the data in this study is the Partial Least Squares (PLS) technique from the WarpPLS 5.0 software package.

The results of hypothesis testing proved that the leadership of the principal and work culture had an effect on teacher work motivation and then the principal's leadership and work motivation had an effect on teacher performance, but the work culture had no influence on teacher performance. Suggestions are given so that the teacher has the awareness to create a culture of socializing with fellow teachers and students so that the implementation of the learning process can be of quality as a form of implementing better performance.

Key-words: headmaster's leadership, work culture, work motivation, teacher performance