

THE EFFECT OF SCHOOL LEADERSHIP AND MOTIVATION ON TEACHER PERFORMANCE THROUGH WORK SATISFACTION AT CINTA BUDAYA ELEMENTARY SCHOOL IN MEDAN

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ABSTRACT

The aims of study were 1) to determine and analyze the influence of principal leadership on job satisfaction and teacher performance at CintaBudaya Elementary School in Medan; 2) to determine and analyze the influence of principal leadership on job satisfaction and teacher performance at CintaBudaya Elementary School in Medan and 3) to determine and analyze the effect of job satisfaction of principals on teacher performance at CintaBudaya Elementary School in Medan. This research was a explanatory research. The study population were 77 staff teachers. The sampling method is saturated sample method. Methods of data analysis using validity, reliability and path analysis. Based on the research results showed that 1) leadership had a positive effect on teacher job satisfaction; 2) Motivation had a positive effect on teacher job satisfaction; 3) Leadership had a positive effect on teacher performance; 4) Motivation had a positive effect on teacher performance; 5) Job satisfaction had a positive effect on teacher performance; 6) Leadership had a positive effect on teacher performance through job satisfaction; 7) Motivation had positive effect on teacher performance.

Keywords: job satisfaction, leadership, motivation, performance and teacher

INTRODUCTION

The teacher is one of the human resources who are in school. Teachers are student inspirational figures and motivators in carving out the future. If the teacher is able to be a source of inspiration and motivation for students, then this will be the strength of students in pursuing their big goals in the future. Teacher and Lecturer Law Number 14 of 2005 Article 10 Paragraph 1 concerning the competencies of teachers. Teacher competence as referred to in article 10 includes pedagogical competence, personality competence, social competence, and professional competence obtained through professional education. Improving the quality of education can not only be done by the teacher factor, there are many other factors, one of which is the principal. Principals are required to have the ability to develop personality competencies, managerial competencies, entrepreneurial competencies,

Leadership is an ability or strength in a person to influence others in terms of work, where the goal is to achieve a predetermined target (goal) of the organization. Many experts put forward the notion of leadership. Feldman (1983) argues that leadership is a conscious effort made by leaders to influence their members to carry out their duties according to their expectations. On the other hand, Newell (1978) argues that leadership is a process of influencing others to achieve development or organizational goals. Both of these opinions are in accordance with Stogdill's opinion which states that leadership is the process of influencing group activities to achieve organizational goals (Wahyosumidjo, 1984).

Another factor for increasing the success of the quality of education is motivation as a tool to improve teacher performance. "Motivation is the provision of a driving force that creates the excitement of a person's work, so that they are willing to cooperate, work effectively and integrate with all their efforts to achieve satisfaction" (Hasibuan, 2014). Motivation is an impulse both from within and from outside that makes other people act in a certain way (Wukir, 2013). As an encouragement, motivation will provide a good stimulus for someone to fulfill their needs so that the goals that have been stated can be achieved. Motivation is important, because with this motivation it is expected that each individual will work hard and enthusiastically to achieve the desired results or in other words, teacher performance can increase.

Teacher performance is a process carried out by all components in schools, both teachers, principals and students in order to improve the quality of students in learning. Suhardiman (2012) in Kompri (2014) explains that performance or work performance is a translation of the word performance in English. Performance is closely related to the achievements that a person or institution wants to achieve in carrying out their duties. Therefore, teacher performance is closely related to the process of organizing and managing education in the division of tasks and functions within the scope of the school.

According to Robins, job satisfaction or job satisfaction is identified with things that are individual. Therefore, the level of satisfaction of each person is different and what happens when several factors are met, namely individual needs and their relation to the degree of likes and dislikes of workers (Robins, 1999). Meanwhile, Nguyen *et al.*, (2003) described the concept of job satisfaction as influenced by multidimensional and unpredictable things through a single dimension. Kamilin (2013) found that principal leadership and teacher work motivation can affect professional teacher performance. Adriana (2013) found that students' principal leadership is very influential on teacher performance.

The objectives of this study were 1) to determine and analyze the influence of principal leadership on job satisfaction and teacher performance at CintaBudaya Elementary School in Medan; 2) to determine and analyze the effect of principal leadership on job satisfaction and teacher performance at CintaBudaya Elementary School in Medan and 3) to find out and analyze the effect of job satisfaction of principals on teacher performance at CintaBudaya Elementary School in Medan.

LITERATURE REVIEW

Teacher Performance

According to Mangkunegara (2007) which states that the definition of performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. An educator is also required to develop all of his abilities and competencies as teaching staff in accordance with what is mandated by law. By developing competence in an educator, it is hoped that it can improve the quality of work of an educator, especially in the learning process. The more teachers who have good performance, the better the quality of education in a country. Because the teacher is the component that most influences the creation of quality education processes and outcomes.

According to Mangkunegara (2007) the term performance comes from the word job performance or actual performance (job performance or actual achievement achieved by a person). Mulyasa (2004) defines performance or performance is work performance, work implementation, work achievement, work results or work performance. According to Prawirosentono (1999) "Performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in an effort to achieve the goals of the organization concerned legally, does not violate the law and is appropriate. with morals or ethics ". Meanwhile, according to Hasibuan (2003) states that work performance is a work achievement produced by a person in carrying out the tasks assigned to him based on skills, experience, and seriousness and time. The definition of performance is the result in quality and quantity achieved by a worker in carrying out his duties with the responsibilities assigned to him.

Principal Leadership

Leaders have a dominant role in an organization, this dominant role can affect job satisfaction and quality, or the performance of an organization. Leadership in English means "The qualities that a leader should have" or the qualities of leader. Saleh (2015) said "leadership is influencing other people to achieve predetermined goals, relating to processes that influence people so that they achieve goals in certain circumstances". With that the ability and leadership skills in direction are important factors for teaching effectiveness.

In language, the meaning of leadership is the strength or quality of a leader in directing what he leads to achieve goals. Like management, leadership or leadership has been defined by many experts, including Stoner argues that managerial leadership can be defined as a process of directing, giving influence on the activities of a group of members other than related to their duties. *Leadership* or leadership in a general sense shows a process of activity in terms of leading, guiding, controlling behavior, feelings and behavior towards other people who are under his supervision.

Work motivation

Mulyasa (2007) argues that motivation is an active driving force, which occurs at certain times, especially when the need to achieve needs is felt or urgent. Meanwhile, according to Silalahi (2002) defines motivation as a drive in an individual based on where he tries and behaves in a certain way to meet his needs and desires. According to Sedamaryanti (2004) work motivation is the size of the effort a person gives to carry out his job duties and if it is not motivated, it is difficult to expect high work productivity. Meanwhile, according to Robbins (2001) motivation is the willingness to spend a high level of effort for organizational goals, which is conditioned by the ability of efforts to meet individual needs.

Haynes and Massie in Manulang (2001) say "motive is a something within the individual which incites him to action". Motivation or inner drive is an impulse that becomes the starting point for someone to do something or work. Meanwhile, motivation according to Yamin (2011) is a change in energy in a person's (personal) self which is marked by the emergence of feelings and reactions to achieve goals. Based on several definitions, it can be concluded that work motivation is an inner drive that caused feelings or reactions to do a job in order to achieve a goal.

Based on Maslow's theory of needs, Maslow stated that humans have various needs and try to encourage them to move to fulfill these needs. Maslow classifies five hierarchies of needs in humans as follows:

1. Physiological needs, namely basic needs to support human life such as food, clothing, shelter and sex.
2. Safety needs, namely the need to be free from physical dangers such as fear of losing something they love, such as work or material property.
3. The need for socialization (social needs of affiliation), namely human needs related to socialization or association with others and their environment.
4. Esteem needs, namely humans need recognition from others about themselves who want to be respected.
5. Self-actualization needs, namely the needs of humans who try to realize their dreams.

Job satisfaction

Job satisfaction is a form of emotional attitude that is fun and loves his job which is shown by work morale, discipline, and work performance. According to Hasibuan (2002), an employee's job satisfaction indicator can be seen from the following:

1. Enjoy the work

Employees are aware of the direction they are going, have reasons for choosing their goals, and understand how to work. In other words, an employee likes his job because he can do it well.

2. Love his job

In this case, employees do not just like their jobs but are also aware that the work is in accordance with their wishes.

3. Positive Moral of Work

This is an inner agreement that arises from within a person or organization to achieve certain goals in accordance with the quality set.

4. Work Discipline

Conditions that are created and formed through a process of a series of behaviors that show the values of obedience, obedience, loyalty, order and / or order.

5. Job Performance

The work achieved by a person in carrying out the tasks assigned to him is based on skill and sincerity as well as time.

There are several studies that examine the influence of leadership and motivation on performance through satisfaction. Neume (2008) found that good leadership quality had a positive effect on teacher performance. Sokro (2012) examines "Analysis of The Relationship that Exists Between Organizational Culture, Motivation and Performance. This study aims to investigate the existing relationship between organizational culture, employee motivation and performance. The domains of organizational culture (organizational values, individual beliefs, work environment, and employee relations) and work motivation and performance are investigated. The population was 200 people and the selected sample was 115 people. Data analysis using Pearsons and Spearman Correlation method, positive correlation has been found between the two variables. The results showed that organizational culture has a direct impact on employee motivation and indirectly on organizational performance as well. The better the organizational culture, the higher the level of employee motivation. If the organization develops a strong culture it will increase motivation and performance significantly. Muogbo (2013) examines "The Impact of Employee Motivation On Organizational Performance (A Study Of Some Selected Firms In Anambra State Nigeria)" examines the effect of employee motivation on organizational performance of employees of manufacturing companies in Anambra State. The selected sample of 103 respondents was selected from 17 manufacturing companies in the three senatorial zones of the State of Anambra. The study population was 120 workers in manufacturing companies selected in Anambra State. This study used descriptive statistics (frequency, mean, and percentage) and correlation. The Spearman Rank Correlation Coefficient was used to test the three research hypotheses.

Tokasi, *et al.* (2014) conducted research on "The Relationship Between Organizational Culture, Entrepreneurship Culture, and Job Motivation With Productivity Of Teachers Working in Ramsar Schools in Academic Year 2012-2013" The purpose of this study was to consider the relationship between organizational culture, entrepreneurial culture, and work motivation with teacher productivity in Ramsar. The population consisted of all teachers from Ramsar in the 2012-13 school year (520 people). Respondents of 150 people (73 male, 77 female) were selected based on stratified random sampling. Methods of data analysis using descriptive and inferential methods (Pearson correlation coefficient and regression analysis). The results of testing the first and second hypotheses show that there is no relationship between organizational culture and entrepreneurship with teacher productivity. The results of the third hypothesis indicate a significant relationship between work motivation and teacher productivity. Based on the results of the regression, it shows a predictive variable (work motivation) that is able to predict 29 percent of changes in teacher productivity. Then using the model entrepreneurial culture prediction variable, this number increased to 31 percent.

Zameeret *et al.* (2014) researched "The Impact of the Motivation on the Employee's Performance in Beverage Industry of Pakistan" Motivation plays an important role in all public and private organizations. The purpose of this study was to investigate the influence of motivation on employee performance in the beverage industry in Pakistan. The data for this study were collected from five major cities of Pakistan using a structured questionnaire. The results showed that motivation has an effect on employee performance in the beverage industry from Pakistan.

Based on these studies, several hypotheses can be proposed as follows.

- H1: It is suspected that there is an effect of principal leadership on job satisfaction.
- H2: It is suspected that there is an effect of motivation on job satisfaction.
- H3: It is suspected that there is an influence of the principal's leadership on teacher performance.
- H4: It is suspected that there is an effect of motivation on teacher performance.
- H5: It is suspected that there is an effect of job satisfaction on teacher performance.
- H6: It is suspected that there is an influence of the principal's leadership on teacher performance through job satisfaction.
- H7: It is suspected that there is an effect of motivation on teacher performance through job satisfaction.

RESEARCH METHODS

This type of research used explanatory research, namely research that explains the influence of the independent variables including leadership and motivation. The place for conducting this research is at the CintaBudaya Elementary School in Medan. The time for research is August 2020. This research used quantitative research.

The population in this study were all staff of teachers for the Elementary School level in the Cinta Budaya Elementary School in Medan, totaling 77 people. The sampling method is saturated sample method. Methods of data analysis using data validity, data reliability and path analysis.

RESULT

Based on the results of the study showed that the respondents consisted of men and women. However, in terms of quantity, the number of female respondents is more to become teachers than the number of male respondents as many as 43 people (55.84%) and men as many as 33 people (42.86%). The large number of women recruited by teachers so far is that more women are due to the fact that more women meet the requirements set by schools to become teachers.

Based on the education level of the most respondents is S-1 with 56 people or 72.73%. The educational aspect is very important for a teacher, where the level of education is one of the main requirements to be accepted as a teacher at all levels of educational organizations. The current level of education is one of the main requirements to be able to occupy a position or to be promoted to a higher position.

In general, most of the teachers have a work period of 6-10 years, as many as 40 people (51.95%) means that the teachers generally have been working for a period of time that is not too long. While the work period of 0-5 years is 13 people (16.88%), 17 people have worked 11-15 years and over 15 years of work as many as 7 people from the total number of respondents.

Based on the results of the path coefficient, the following equation can be made.

$$Z = 14.158 + 0.455X_1 + 0.239X_2 + e$$

$$Y = 14.010 + 0.455X_1 + 0.269X_2 + 0.043Z + e$$

The test results show that the leadership variable on job satisfaction has a beta value (β) of 0.455 with p -value of 0.000. Because the value of p -value is smaller than α ($0.000 < 0.05$), H_0 is rejected. Thus there is a positive and significant influence of leadership on job satisfaction. Testing the motivation variable on job satisfaction obtained a beta value (β) of 0.239 with a p -value of 0.022. Because the value of p -value is smaller than α ($0.000 < 0.05$), H_0 is rejected. Thus there is a positive and significant influence of motivation on job satisfaction. Testing the leadership variable on performance obtained a beta value (β) of 0.455 with p -value of 0.000. Because the value of p -value is smaller than α ($0.000 < 0.05$), H_0 is rejected. Thus there is a positive and significant influence of leadership on performance. Testing the motivation variable for performance obtained a beta value (β) of 0.269 with a p -value of 0.026. Because the value of p -value is smaller than α ($0.026 < 0.05$), H_0 is rejected. Thus, there is a positive and significant influence of motivation on performance. Testing the job satisfaction variable on performance obtained a beta value (β) of 0.043 with p -value of 0.043. Because the value of p -value is smaller than α ($0.018 < 0.05$), H_0 is rejected. Thus there is a positive and significant effect of job satisfaction on performance. Thus, there is a positive and significant influence of motivation on performance. Testing the job satisfaction variable on performance obtained a beta value (β) of 0.043 with p -value of 0.043. Because the value of p -value is smaller than α ($0.018 < 0.05$), H_0 is rejected. Thus there is a positive and significant effect of job satisfaction on performance.

Based on the calculation of the path coefficient, it appears that the total influence of the leadership variable (X_1) on performance (Y) is 47.4%, with details of the direct effect of 45.5% and the indirect effect of 1.9%. The total influence of the motivation variable (X_2) on performance (Y) is 27.9%, with details of the direct effect of 1.4% and the indirect effect of 0.4%. Thus it can be stated that leadership and motivation affect performance through job satisfaction.

Based on the calculation of the path of the independent variable which has the strongest influence on the job satisfaction variable (Z) is the leadership variable (X_1) which is equal to 45.5%, while the independent variable that has the strongest influence on the performance variable (Y) is the leadership variable (X_1). that is, 47.4%. And the independent variable that has the strongest influence on the performance variable (Y) through the intervening variable job satisfaction (Z) is the leadership variable (X_1), which is 19%.

DISCUSSION

The Influence of Leadership Factors on Teacher Job Satisfaction

Leaders have the responsibility to create conditions and stimulants that affect customer satisfaction to achieve specified goals. Leadership can have an impact on positive behavior, namely providing morale or a positive impact on leadership. A person's leadership greatly influences a person's ability to influence individuals or groups, so that the behavior of subordinates is in accordance with organizational goals, so there must be a combination of extra-role behavior to fulfill their own needs and organizational demands.

Based on the value of the path analysis calculation, leadership has a significant effect on job satisfaction. In this study, it can be seen that the direct influence given by the leadership factor on job satisfaction of teachers at the Cinta Budaya Elementary School in Medan is proven to be significant. This means that the first hypothesis which states that leadership has a significant effect on job satisfaction is proven. Based on the results of the respondents' assessment, it shows that leadership that is well perceived by teachers and leadership has a significant effect on teacher job satisfaction. This is because the leadership that influences teachers of the Cinta Budaya Elementary School in Medan is carried out well, it will lead to job satisfaction for teachers.

The implementation of the research results of the Cinta Budaya Elementary School in Medan explained that the leadership carried out by management includes leaders having an attitude of authority to their subordinates, having broad insight and bright ideas, encouraging employees to find new ways of working in completing tasks by way of comparative studies with companies, others and give personal attention to employees. Leadership carried out by the agency can increase the extra role behavior of employees if done correctly.

Leadership affects job satisfaction. Suprpta (2015) found that there was a positive and significant influence between leadership on job satisfaction, positive and significant between leadership on performance. Likewise, there is a positive and significant influence between job satisfaction on employee performance.

The Influence of Motivation Factors on Teacher Job Satisfaction

Motivation is an encouragement that arises as a contribution to job satisfaction. Based on the path analysis calculation value, motivation has a significant effect on job satisfaction. In this study, it can be seen that the direct effect of the motivational factor on teacher job satisfaction is proven to be significant. This means that the second hypothesis which states that motivation has a significant effect on job satisfaction is proven. Based on the results of the respondents' assessment, it shows that the teacher's perceived motivation and motivation have a significant effect on teacher job satisfaction. This is because the motivation that affects the teacher is carried out properly, it will also lead to good job satisfaction for the teacher.

The implementation of the research results explained that it was carried out with a variety of different jobs for all types of work and the teacher's fatigue in doing the job. It makes different motivations lead to different job satisfaction. Teaching jobs cause teachers in this field to tend to be innovative, have a lot of new thinking and can increase job satisfaction.

Based on the path analysis calculation value, motivation has a significant effect on job satisfaction. In this study, it can be seen that the direct influence of the motivational factor on job satisfaction of teachers at the Cinta Budaya Elementary School in Medan is proven significant. This means that the second hypothesis which states that motivation has a significant effect on job satisfaction is proven.

These results are supported by the results of respondents' assessments showing that the teacher's perceived motivation and motivation have a significant effect on teacher job satisfaction. This is because the motivation that affects teachers of the Cinta Budaya Elementary School in Medan is carried out well, it will lead to job satisfaction for teachers.

The results of the study are supported by Maslow's Hierarchy of Needs theory in the book *Organizational Behavior*, which suggests that people in their workplace are motivated by a desire to satisfy a number of needs that exist within a person (Rahmawati, 2013). If motivation is not done, it will cause employee dissatisfaction. Work motivation has a significant effect on employee job satisfaction where to maintain and continue to increase employee motivation such as meeting the needs and desires that match expectations, working facilities are met, good relations with colleagues, and security in the work environment in creating job satisfaction that is higher than previously (Murti and Srimulyani, 2013).

Motivation had a positive and significant effect on job satisfaction. This means that the better the motivation given to employees, the employee job satisfaction will increase. In this study, motivation is seen from five levels of needs, namely physiological, security, social, appreciation, and self-actualization. Social needs, security, and physiological needs are the highest measures of employee motivation, especially the family atmosphere at work, transportation facilities to work and the provision of attendance fees and performance allowances have an impact on employee job satisfaction. This condition is indicated by the high level of employee job satisfaction, especially in relation to the job itself and payment. The better the family atmosphere at work, transportation facilities as well as attendance fees and performance allowances provided by the organization make employees more satisfied with their current jobs. The results of this study support research conducted by Juniarti *et al.*, (2015) who found that motivation increases job satisfaction.

The Influence of Leadership Factors on Teacher Performance

The results of the analysis state that leadership has a significant positive effect on performance. This means that the better the leadership, the employee performance will increase. a leader will be recognized if he can give influence to his subordinates to always improve their performance. Leaders play a role in increasing abilities, commitment, skills, understanding the values of the organization and teamwork to improve performance in the organization. This is in accordance with Yukl (2007) that the existence of conformity between leadership, norms and organizational culture is a key prerequisite for improving employee performance so that it can support the achievement of organizational goals. Sasongko (2008) if the leader is able to apply the right leadership, then employees will feel satisfied which in the end can improve their performance. Leadership has a significant positive effect on performance. This happens because a leader who can provide support to employees will have an impact on positive and productive employee performance (Carmeli, 2003, and Goleman, 2004)

Based on the path analysis calculation value, leadership has a significant effect on performance. In this study, it can be seen that the direct influence of the leadership factor on the performance of the Cinta Budaya Elementary School' s teachers is proven to be significant. This means that the third hypothesis which states that leadership has a significant effect on performance is proven. Based on the results of the respondents' assessment, it shows that leadership that is well perceived by teachers and leadership has a significant effect on teacher performance. The results of this study confirm some of the results of previous studies, among others, Herawati (2011), Djatmiko (2006) which proves that leadership has a strong influence on employee performance.

The Influence of Motivation Factors on Teacher Performance

Based on the results of the hypothesis test, it is proven that motivation had a positive and significant effect on performance. This means that the better the motivation received by employees, the employee performance will increase. In this study, motivation is seen from five levels of needs, namely physiological, security, social, appreciation and self-actualization. Social needs, security, and physiological needs are the highest measures of employee motivation, especially the family atmosphere at work, transportation facilities to work and the provision of attendance fees and performance allowances have an impact on employee performance. This condition is indicated by the level of employee performance, especially related to the ability to communicate and cooperate, timeliness and accuracy in completing work. The better the family atmosphere at work,

Based on the path analysis calculation value, motivation has a significant effect on performance. This study shows that the direct effect of the motivational factor on the performance of the Cinta Budaya Elementary School' s teachers is proven to be significant. This means that the fourth hypothesis which states that motivation has a significant effect on performance is proven. Based on the results of the respondent's assessment, it shows that the teacher's perceived motivation and motivation have a significant effect on teacher performance. This is because the motivation that affects the teachers of the Cinta Budaya Elementary School in Medan is done well, it will lead to good performance for the teacher as well. The results of this study support the research conducted by Agustina (2013), Zameeret *al.*, (2014) which states that motivation had a positive effect on employee performance.

The Effect of Job Satisfaction on Teacher Performance

Job satisfaction is considered as a behavior in the workplace which corresponds to a personal assessment that exceeds one's basic job requirements. They are often described as behavior that exceeds task demand. Research on job satisfaction has been intensively carried out since its introduction nearly twenty years ago (Bateman and Organ, 1983). The majority of job satisfaction research has focused on the effect of job satisfaction on individual and organizational performance.

Result research shows job satisfaction had a positive and significant effect on the performance of the Cinta Budaya Elementary School' s teachers. This means that teacher behavior will play a role in the performance of the Cinta Budaya Elementary School' s teachers. This is because teachers have a bureaucracy that limits organizational functions and has a high sensitivity to help colleagues who need help, because this behavior is work behavior only related to formal assignments by expecting recognition or compensation and contributing to organizational effectiveness.

Job satisfaction that reflects a teacher working in the Cinta Budaya Elementary School' s teachers already has existing rules and regulations and becomes the basis for behavior for teachers. This shows that job satisfaction has an effect if it is based on existing rules for completing teacher work. This means that the higher the teacher's job satisfaction, the teacher's performance will increase. In this study, job satisfaction is seen from satisfaction with payment, promotion, supervision, work itself and working conditions. Teachers who are satisfied with their work, the payment received and the opportunity given to develop their abilities will show good performance. The more appropriate the work position and job provided, the better and on time the payment of salaries and performance allowances that teachers receive. and the wider opportunities given to self-development will be able to

improve teacher performance both in terms of quality and quantity. The results of this study support the research results of Funmilola *et al.*, (2013) and Perera *et al.*, (2014) which state that job satisfaction had a positive effect on employee performance.

Indirect Influence of Leadership Factors on Teacher Performance

Leadership has an indirect effect on the performance of the CintaBudaya Elementary School' s teachers through job satisfaction. This shows that leadership will increase job satisfaction so that it will improve performance. Based on the results of the respondents' assessment, it shows that leadership that is well perceived by teachers and leadership has a significant effect on teacher performance.

The implementation of the indirect effect is explained by the characteristics of the CintaBudaya Elementary School' s teachers who will get better with the preferred leadership. Suppose that a teacher in the teaching staff has a conscientious job and requires a high degree of innovation. This will increase teacher job satisfaction so that teacher performance will also be higher in terms of making teaching innovations.

Influence of Indirect Influence of Motivation Factors on Teacher Performance

Based on the path analysis calculation value, motivation has an indirect effect on performance. In this study, it can be seen that the indirect influence given by the motivation factor on the performance of the Cinta Budaya Elementary School' s teachers is proven to be significant through job satisfaction. Based on the results of the respondent's assessment, it shows that the teacher's perceived motivation and motivation have a significant effect on teacher performance. This is because the motivation that affects the teachers of the Cinta Budaya Elementary School in Medan is done well, it will lead to good performance for the teacher as well. The results of this study are consistent with the research of Chiu and Chen (2005) that motivation significantly affects teacher work performance. Types of abilities, skills and fulfillment of tasks will be able to positively affect work performance.

CONCLUSIONS AND SUGGESTIONS

Based on the research results, it can be concluded that the following matters. 1) Leadership had a positive effect on teacher job satisfaction at the CintaBudaya Elementary School in Medan, 2) Motivation had a positive effect on teacher job satisfaction at the CintaBudaya Elementary School in Medan; 3) Leadership had a positive effect on teacher performance at the CintaBudaya Elementary School in Medan. 4) Motivation had a positive effect on teacher performance at the CintaBudaya Elementary School in Medan; 5) Teacher job satisfaction at the CintaBudaya Elementary School in Medan had a positive effect on teacher performance at the CintaBudaya Elementary School in Medan; 6) Leadership had a positive effect on teacher performance at the CintaBudaya Elementary School in Medan through job satisfaction; 7) Motivation had a positive effect on teacher performance at the CintaBudaya Elementary School in Medan.

Suggestions that can be given by practitioners, academics, policy making, leaders of the CintaBudaya Elementary School' s teachers and academic practitioners, namely further research can measure variables with other perceptions, especially perceptions of superiors (supervisors or managers), with the aim of measuring and identifying trends in teacher performance further management improvements; Further research can add other variables, as a variable of job satisfaction, for example customer's charter, transformational and transactional leadership styles. In addition, other sampling techniques can be used. This research only focused on the CintaBudaya Elementary School in Medan, so there is still an opportunity to research other teachings in order to obtain research results that are broader in scope.

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