

**THE EFFECT OF SCHOOL PRINCIPAL LEADERSHIP,
ORGANIZATIONAL COMMUNICATION AND WORK ENVIRONMENT ON
THE PERFORMANCE OF TEACHERS IN SD KEC. TANJUNG GADANG**

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ABSTRACT

This study aims to analyze the influence of the principal's leadership, organizational communication and work environment on the performance of SD teachers in Tanjung Gadang District. This study used a data collection method by distributing questionnaires online using the Google form. The sampling method used was Probability Sampling with a total sample of 80 elementary school teacher respondents in Tanjung Gadang District. Data analysis methods in this study used multiple linear regression including: validity test, reliability test, descriptive analysis, classic assumption test (normality test, multicollinearity test, heteroscedasticity test), and hypothesis testing (T test and F test). The results of this study indicate that the principal's leadership has a positive effect on teacher performance, organizational communication has a positive effect on teacher performance and the work environment has a negative effect on teacher performance.

Keywords: *Principal Leadership, Organizational Communication, Work Environment, Teacher Performance*

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan kepala sekolah, komunikasi organisasi dan lingkungan kerja terhadap kinerja guru SD Kecamatan Tanjung Gadang. Penelitian ini menggunakan metode pengumpulan data dengan menyebarkan kuesioner secara *online* menggunakan *google form*. Metode pengambilan sampel yang digunakan adalah *Probability Sampling* dengan jumlah sampel sebanyak 80 responden guru SD Kecamatan Tanjung Gadang. Metode analisis data dalam penelitian ini menggunakan regresi linear berganda meliputi: uji validitas, uji reliabilitas, analisis deskriptif, uji asumsi klasik (uji normalitas, uji multikolinearitas, uji heteroskedastisitas), dan pengujian hipotesis (uji T dan uji F). Hasil penelitian ini menunjukkan Kepemimpinan kepala sekolah berpengaruh positif terhadap kinerja guru, Komunikasi organisasi berpengaruh positif terhadap kinerja guru dan Lingkungan kerja berpengaruh negatif terhadap kinerja guru.

Kata Kunci: *Kepemimpinan Kepala Sekolah, Komunikasi Organisasi, Lingkungan Kerja, Kinerja Guru*