

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh kepemimpinan, stress kerja dan kompensasi terhadap kinerja guru Madrasah Ibtidaiyah Baiturrahman Surabaya. Kepemimpinan diukur melalui kedudukan sebagai pengawas, kebutuhan akan prestasi, kecerdasan, ketegasan, kepercayaan diri, inisiatif dan hubungan dengan bawahan. Stress kerja diukur melalui tuntutan tugas, tuntutan peran, tuntutan pribadi, struktur organisasi dan kepemimpinan organisasi. Kompensasi diukur melalui gaji pokok, gaji variabel dan benefit. Kinerja karyawan diukur melalui kualitas kerja, kuantitas kerja, ketepatan waktu, efektifitas, kemandirian.

Jenis penelitian ini adalah penelitian kuantitatif dengan jenis penelitian deskriptif. Populasi dan sampel pada penelitian ini adalah seluruh guru Madrasah Ibtidaiyah Baiturrahman Surabaya sebanyak 55 guru dengan *non probability sampling* sebagai teknik penentuan pengambilan sampel. Metode analisis data yang digunakan adalah analisis linear berganda dengan program SPSS (*Statistical Product and Service Solution*) versi 25.0.

Hasil penelitian ini menunjukkan bahwa kepemimpinan berpengaruh positif dan signifikan terhadap kinerja guru Madrasah Ibtidaiyah Baiturrahman Surabaya, stress kerja berpengaruh positif dan signifikan terhadap kinerja guru Madrasah Ibtidaiyah Baiturrahman Surabaya dan kompensasi berpengaruh positif dan signifikan terhadap kinerja guru Madrasah Ibtidaiyah Baiturrahman Surabaya.

Kata Kunci: Kepemimpinan, Stress Kerja, Kompensasi dan Kinerja Karyawan

ABSTRACT

The research aimed to examine the effect of leadership, work stress, and compensation on the teachers' performance at Madrasah Ibtidaiyah Baiturrahman Surabaya. Leadership measured through position as the supervise, needs of achievement, intelligent, assertiveness, confident, initiative and correlations with the staff. Work stress measured by task demand, role demands, personal role, organization structure and organization leadership. Furthermore, the compensation measured by basic salary, variable salary and benefit. Moreover, the employees' performance measured by work quality, work quantity, time punctuality, effectiveness, and independence. This research was quantitative with descriptive approach. Furthermore, the research population and sample used all the teachers at Madrasah Ibtidaiyah Baiturrahman Surabaya was 55 teachers, with non-probability sampling as the sample collection technique. Moreover, the research data analysis method used multiple linear analysis with SPSS program (Statistical Product and Service Solution) 25.0 version. The research result concluded that leadership had a positive and significant effect on the teachers' performance at Madrasah Ibtidaiyah Baiturrahman Surabaya, work stress had a positive and significant effect on the teachers' performance at Madrasah Ibtidaiyah Baiturrahman Surabaya and compensation had a positive and significant effect on the teachers' performance at Madrasah Ibtidaiyah Baiturrahman Surabaya.

keywords: *leadership, work stress, compensation, employees' performance.*

