

THE INFLUENCE OF PRINCIPAL TRANSFORMATIONAL LEADERSHIP AND COMPENSATION ON TEACHER PERFORMANCE AT SMKS INDONESIA RAYA BANDUNG

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ABSTRACT

The study examines how principal transformational leadership and compensation affect teacher performance at SMKS Indonesia Raya Bandung. A quantitative survey design was used. All 45 teachers at the school were included (census sampling). Data were gathered via Likert 1--5 questionnaires and analyzed with multiple regression (SPSS). Findings: (1) Transformational leadership had a positive, significant effect on teacher performance ($\beta = 0.342$; $p < 0.05$); (2) Compensation had a positive, significant effect on teacher performance ($\beta = 0.298$; $p < 0.05$); (3) Both variables jointly had a positive, significant effect ($F = 25.847$; $p < 0.05$; $R^2 = 0.547$), explaining 54.7% of the variance in teacher performance. Implications: principals should strengthen transformational leadership and the school should review its compensation system to enhance teacher performance.

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