

TRANSFORMATIONAL LEADERSHIP, WORK PRODUCTIVITY, INNOVATIVE BEHAVIOR MODERATED BY INDIVIDUAL CHARACTERISTICS ON TEACHER PERFORMANCE

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ABSTRACT

Teacher performance is an indicator of Indonesia's education report card. Proper supervision and leadership models are needed to evaluate teacher performance in schools. Individual characteristics in self-development also play an important role in work productivity. Innovative teachers set an example for students in creative thinking. The study used quantitative methods. The study population was public elementary school teachers in East Jakarta. The sample selection method was purposive sampling totaling 210 respondents. Data collection through questionnaire testing using SEM PLS. The test results of Transformational leadership has a positive impact on teacher performance. Work productivity has a positive impact on teacher performance. Innovative Behavior has a positive impact on teacher performance. Individual characteristics are not able to strengthen the influence of work productivity variabels on performance.

Keywords: Transformational Leadership, Work Productivity, Innovative Behavior, Individual Characteristics, Teacher Performance.

TRANSFORMATIONAL LEADERSHIP, PRODUKTIVITAS KERJA, INNOVATIVE BEHAVIOR DIMODERASI KARAKTERISTIK INDIVIDU TERHADAP KINERJA GURU

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ABSTRAK

Kinerja guru merupakan indikator Rapor Pendidikan Indonesia. Diperlukan model kepemimpinan yang tepat untuk mengevaluasi kinerja guru di sekolah. Karakteristik Individu dalam pengembangan diri juga berperan penting dalam produktivitas kerja. Guru yang inovatif menjadi contoh bagi siswa dalam berpikir kreatif. Penelitian menggunakan metode kuantitatif. Populasi penelitian adalah guru-guru SD Negeri di Jakarta Timur. Metode pemilihan sampel adalah purposive sampling berjumlah 210 responden. Pengumpulan data melalui kuesioner pengujian menggunakan SEM PLS. Hasil pengujian *transformational leadership* nilai t sebesar 5.743, produktivitas kerja nilai t sebesar 2.051, *innovative behaviour* nilai t sebesar 10.813 dan karakteristik individu sebagai variabel moderasi nilai t sebesar 0.771. 1. *Transformational leadership* memiliki dampak positif terhadap Kinerja guru. 2. Produktivitas kerja memiliki dampak positif terhadap Kinerja guru. 3. *Innovative Behavior* memiliki dampak positif terhadap Kinerja guru. 4. Karakteristik individu tidak mampu memperkuat pengaruh variabel produktivitas kerja terhadap Kinerja.

Kata Kunci: *Transformational Leadership*, Produktivitas kerja, *Innovative Behavior*, Karakteristik Individu, Kinerja Guru.