# ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan demokratis, lingkungan kerja, motivasi kerja, dan disiplin kerja terhadap kinerja guru SMP se-Kecamatan Bantarkawung. Saat ini mengenai persoalan bagaimana menumbuhkan atau memacu kinerja guru supaya lebih meningkat kinerjanya. Penelitian ini merupakan penelitian kuantitatif, sampel dalam penelitian ini sebanyak 153 responden dari SMP se-Kecamatan Bantarkawung, teknik pengambilan sampel dilakukan dengan metode *simple random sampling* yaitu pengambilan sampel secara acak yang dilakukan pada bulan april 2023. Teknik pengumpulan data dalam penelitian ini menggunakan kuesioner, dengan teknik analisis data menggunakan analisis regresi linier berganda. Hasil penelitian menunjukan bahwa pengaruh kepemimpinan demokratis, lingkungan kerja, motivasi kerja dan disiplin berpengaruh positif terhadap kinerja guru di SMP se-Kecamatan Bantarkawung.

Kata kunci : Kepemimpinan demokratis, lingkungan kerja, motivasi kerja, disiplin kerja dan kinerja guru

# ABSTRACT

*This study aims to determine the effect of democratic leadership, work environment, work motivation, and work discipline on the performance of junior high school teachers in Bantarkawung District. Currently it is about the issue of how to grow or stimulate teacher performance so that their performance increases further. This research is a quantitative study, the sample in this study were 153 respondents from junior high schools in Bantarkawung District, the sampling technique was carried out using the simple random sampling method, namely random sampling conducted in April 2023. The data collection technique in this study used a questionnaire, with data analysis techniques using multiple linear regression analysis. The results showed that the influence of democratic leadership, work environment, work motivation and discipline had a positive effect on teacher performance in junior high schools throughout Bantarkawung District.*

*Keywords: Democratic leadership, work environment, work motivation, work discipline and teacher performance*