ABSTRAK

Tujuan dari penelitian ini adalah untuk (1) mengidentifikasi dan menganalisis faktor-faktor yang mempengaruhi *engagement* pimpinan sekolah di Yayasan Tarakanita (2) menganalisis pengaruh tingkat *engagement* terhadap kinerja pimpinan sekolah di Yayasan Tarakanita. Jenis penelitian ini adalah kuantitatif. Dalam penelitian ini, analisis faktor penentu tingkat *engagement* dan dampaknya terhadap kinerja pimpinan sekolah di Yayasan Tarakanita dianalisis dengan menggunakan SEM model PLS. Responden dalam penelitian ini adalah 101 pimpinan sekolah di 59 sekolah Tarakanita yang tersebar di wilayah Bengkulu, Lahat, Jakarta, Tangerang, Jawa Tengah, Yogyakarta, dan Surabaya. Hasil analisis menunjukkan bahwa nilai p *value* variabel: *career progression, collaboration, organization leadership, compensation and benefit, supportive management,* dan *uniqueness* adalah $< 0,05$. Hal ini menunjukkan bahwa keenam variabel tersebut mempengaruhi *engagement* pimpinan sekolah di Yayasan Tarakanita. Variabel yang berpengaruh paling besar terhadap *engagement* pimpinan sekolah di Yayasan Tarakanita adalah *compensation and benefit* dengan nilai $F^2 = 0,136$. Sedangkan tiga variabel yaitu *communication, recognition,* dan *training and development* tidak mempengaruhi tingkat *engagement* pimpinan sekolah di Yayasan Tarakanita. Hasil analisis selanjutnya menunjukkan bahwa *engagement* pimpinan sekolah berpengaruh besar terhadap kinerja pimpinan sekolah di Yayasan Tarakanita dengan p *value* $< 0,05$ dan nilai $F^2 = 0,387$.

Kata kunci: *engagement*, kinerja, dan pimpinan sekolah.

ABSTRACT

The aim of this research is to (1) identify and analyze the factors that influence the engagement of school leaders at the Tarakanita Foundation (2) analyze the influence of engagement level on the performance of school leaders at the Tarakanita Foundation. This type of research is quantitative. In this study, an analysis of the determinants of engagement level and its impact on the performance of school leaders at the Tarakanita Foundation used SEM PLS models. Respondents in this study were 101 school leaders in 59 Tarakanita schools spread across Bengkulu, Lahat, Jakarta, Tangerang, Central Java, Yogyakarta and Surabaya. The results of the analysis show that the p value of the variables: career progression, collaboration, organization leadership, compensation and benefits, supportive management, and uniqueness is < 0,05. This shows that the six variables affect the engagement of school leaders at the Tarakanita Foundation. The variable that has the greatest influence on the engagement of school leaders in the Tarakanita foundation is compensation and benefit with a value of $F^2 = 0,136$. While the three variables, namely communication, recognition, and training and development did not affect the level of engagement of school leaders at the Tarakanita Foundation. The results of the subsequent analysis show that the engagement of school leaders has a major influence on the performance of school leaders in the Tarakanita Foundation with p value < 0,05 and $F^2 = 0,387$.

Keywords: engagement, performance, and school leaders.