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PENGARUH *REWARD AND PUNISHMENT*, KEPEMIMPINAN DAN
DISIPLIN KERJA TERHADAP KINERJA GURU MELALUI MOTIVASI
SEBAGAI VARIABEL INTERVENING PADA SMKN 1 KENDIT
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ABSTRACT

Organizations have various kinds of resources as input to be converted into output in the form of goods or services, human resources are also the most important element. The aim of this research is to analyze and test the influence of *reward, Leadership and Work Discipline on Teacher Motivation as an Intervening Variable*. The population used in this research were 35 teachers at SMKN 1 Kendit Situbondo. This sampling

analysis and hypothesis testing in research using the *Least Square (PLS-SEM)*.

hypothesis test using the *Smart PLS 3.0*

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