

## **ABSTRAK**

Dijelaskan penelitian ini untuk mengetahui dan menganalisis pengaruh lingkungan kerja, gaya kepemimpinan, dan perbedaan gender terhadap kinerja pengajar SMPN 10 RUTENG. Populasi dalam penelitian ini yakni seluruh pengajar SMPN 10 RUTENG dengan jumlah sampel 30 responden yang diambil dengan teknik sampling jenuh. Penelitian memakai metode kuantitatif dengan analisis linier berganda. Hasil penelitian diperoleh bahwa secara parsial lingkungan kerja dan gaya kepemimpinan tidak berpengaruh signifikan terhadap kinerja pengajar. Sedangkan perbedaan gender berpengaruh signifikan terhadap kinerja pengajar SMPN 10 RUTENG.

**Kata kunci** : Lingkungan kerja, gaya Kepemimpinan, perbedaan gender, kinerja pengajar.

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*In the current era of globalization, improving the quality of school education is influenced by many factors, several Factors effect the quality and quantity of education at RUTENG 10 Junior High School namely, lack of facilities to support teaching and learning activities, leadership style in terms of motivating subordinates, and the occurrence of gender differences in teaching staff in carrying out their duties and responsibilities. This study aims to determine and analyse the influence of the rotk environment, leadership style, and gender differences on the performance of the teachers of SMPN 10 RUTENG. The population in this study was all the teachers of SMPN 10 RUTENG with a sample of 30 respondents taken by saturated sampling technique. This research uses quantitative methods with multiple liniear analysis. The processing data using SPSS 24 software. Research results obtained that partially the work environment does not significantly influence teachers performance, leadership style does not significantly influence teachers perofmtance, while gender differences have a significant effect on teachers performance at SMPN 10 RUTENG.*

**Keyword:** *work environment, leadership style, gender differences, teachers performance*