ABSTRACT

This research aims to know the factors which influence the teachers' performance at School for disabled person in Kudus. These factors were servant leadership, competence, emotional intelligence, and work motivation. The teachers who have high work motivation will give positive effect for institutional at school that the purpose of institutional can be reached.

There are three kinds of problems which were discussed in this research, they are : does the servant leadership, competence, emotional intelligence, and work motivation affecting for teachers' performance at School for disabled person in Kudus? This research was done by quantitative method. Hyphotesis examination carried out by giving questionnaire about 86 respondents of School for disabled person teachers who spreads in many areas in Kudus. To analyze this research, the researcher use validity test, reliability test, and hypothesis test supported by SPSS computer program version 16 by using linder regression analysis.

By using regression analysis method, it can be concluded that variable servant leadership (X1) could give not influence of teachers' performance. By t_{value} *about* -0,367 *(bigger than* t_{table} -0,033*) and significant value about* 0,714*. By using limited significant 0,05, so the value significant is less than 0,05. There for it means hyphotesis which stated that servant leadership have influence of teachers' performance could be accepted (Hyphotesis 1 is accepted), on the other hand, include both positive and significant influence of competence variable (X2) for teachers' performance. By* t_{value} *about* 0,291 *(bigger than* 2,007*) and significant value about* 0,003 *(smaller than 0,05). Simultaneously competence have positive and significant influence of teachers' performance. By* f_{value} 13,270 *(bigger than 0,05) so, it was obtained significant influence of emotional intelligence variable (X3) for teachers' performance.*

Based on the result of research above, it can be concluded that servant leadership, competence,give not influence of teachers' performance at school for disabled person, and emotional intelligence had significant influence of teachers' performance at School for disabled in Kudus.

Keywords : servant leadership, competence, emotional intelligence, work motivation, performance.