

## **ABSTRACT**

*This study aimed to examine the effect of servant leadership and competencies to job satisfaction and teacher performance, and also the effect of job satisfaction on the teachers' performance. The research problem is how to increase the performance of teachers through servant leadership, competence, and job satisfaction.*

*This research was conducted at the Tutoring Institute of Ganesh Operation by the number of respondents was 120 faculty which spread in Branch of Semarang and Magelang etc.*

*Data were collected by distributing a questionnaire to present the questions covered by 4 variables with each five indicators for each variable studied.*

*Processing data used Structural Equation Modeling (SEM) which was run by the software Analysis of Moment Structure (AMOS).*

*The results of data analysis concluded that the servant leadership gave positive and significant impact on job satisfaction, servant leadership did not affect the teachers' performance, competence was not a positive effect on job satisfaction, competence did not affect teachers' performance and job satisfaction gave positive and significant effect on the teachers' performance.*

*The empirical findings showed that servant leadership affected job satisfaction, then job satisfaction will further affect teacher performance.*

*Keywords: servant leadership, competence, job satisfaction and teacher performance*

