

ABSTRACT

Dynamic changes in the education sector, marked by technological advancements, place high demands on the role of teachers as educators. In this context, the abilities and qualities of teachers are crucial to remain relevant in the evolving times. Based on the phenomena of fluctuations and suboptimal performance achievements among teachers, a lack of proficiency in utilizing technology, as well as issues related to self-management and a lack of understanding of learning concepts at XYZ Public High School in Palu City, this research becomes intriguing for investigation. It is essential to address this through the enhancement of other variables such as e-leadership, innovative work behavior, and the teacher culture. Data generated through interviews indicate that teachers at XYZ Public High School in Palu City have not yet met the requirements for e-leadership, innovative work behavior, and culture.

The aim of this research is to examine how e-leadership, innovative work behavior, and culture influence teacher performance at XYZ Public High School in Palu City. The benefits of this research are derived from theoretical aspects for future researchers and practical aspects as solutions for the research object and teachers. The novelty sought in this study is to add the e-leadership theory to teachers who are still lacking it and to explore the relationship between e-leadership, innovative work behavior, and their impact on teacher performance.

Data for this research were obtained by distributing questionnaires to 130 sampled individuals at XYZ Public High School in Palu City. The method used is quantitative, with the sample size determined through non-probability sampling using saturation sampling. Data were analyzed using descriptive analysis, and hypothesis testing was conducted using the Structural Equation Model (SEM) with Smart PLS, adhering to the prerequisites of outer model and inner model testing.

Keywords: E-Leadership, Innovative Work Behavior, Digital Culture, Teacher Performance.