

ABSTRACT

This study intended to analyze the influence of Motivation, Job Satisfaction and Competence on Teacher Performance. The dimensions of Motivation, Job Satisfaction and Competences were taken from various sources. Samples were taken from all of teachers in MAN 1 Sape. The total sample was 68 respondents. Collecting the data through questionnaires, the data were collected was analyzed by using the test validity and reliability of the data. Further, was checking with classical assumptions and core analysis by using simple linear regression and multiple regression. The results showed Job Satisfaction variable did not affected to the teacher performance while Motivation and Competence variable has significant impact on teacher performance. From the results of the test of correlation analysis dimension was getting the results that motivation variable was correlated most strongly that was on the need dimension to the initiative in work, while the competence variable on the social competence dimensions has the strongest correlation to the Work Quality dimensions of on Teacher Performance variable. Job satisfaction dimension has no significant effect on the Teacher Performance variable.

Keywords: *Motivation, Job Satisfaction, Competence, Teacher Performance*



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ABSTRAK

Penelitian ini bertujuan untuk menganalisa pengaruh Motivasi, Kepuasan Kerja dan Kompetensi terhadap Kinerja Guru. Dimensi Motivasi, Kepuasan Kerja dan Kompetensi di ambil dari berbagai sumber. Sampel diambil dari semua jumlah Guru di MAN 1 Sape. Total sampelnya adalah 68 responden. Pengumpulan data melalui pengisian kuesioner, data yang dikumpulkan dianalisa menggunakan pengujian Validitas dan Reliabilitas data. Selanjutnya dilakukan pengecekan dengan asumsi klasik dan analisa inti dengan menggunakan regresi linear sederhana dan regresi berganda. Hasil penelitian menunjukkan variable Kepuasan Kerja tidak berpengaruh terhadap Kinerja Guru sedangkan variable Motivasi dan Kompetensi berpengaruh signifikan terhadap Kinerja Guru. Dari hasil uji analisis korelasi dimensi di dapatkan hasil bahwa variabel motivasi memiliki korelasi yang paling kuat yaitu pada dimensi kebutuhan akan prestasi terhadap inisiatif dalam bekerja sedangkan variabel Kompetensi pada dimensi kompetensi sosial memiliki korelasi paling kuat terhadap dimensi Kualitas Kerja pada variable Kinerja Guru. Dimensi Kepuasan Kerja tidak mempunyai pengaruh signifikan terhadap variable Kinerja Guru.

Kata kunci : *Motivasi, Kepuasan Kerja, Kompetensi, Kinerja Guru*



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