

## **ABSTRACT**

*This research was aimed to know the influences of competence, work motivation and Work Discipline towards teacher's Performance at Vocational High school Karya Fajar, Petir district, Serang Regency, Banten Province. The type of this research was quantitative research using survey approach. The research population of all teachers at Vocational High school Karya Fajar with amount 30 persons. Sampling technique used in this research was technique Non Probability sampling with saturation sampling where all populations to be sample. The data analysis used multiple linear regression analysis (t-test and F-test) with SPSS program 22 version. The results showed competence has positive and significant effect to teacher's performance. Work Motivation has positive and significant effect to teacher's performance. Work discipline has positive and significant effect to teacher performance. The competence, work motivation and work discipline simultaneously (simultaneous) positive and significant effect on teacher's performance. Based on the results of study were advised: teachers have to master professional competence well. School should be able to create safe feeling towards teacher. Teachers should have a goal and competence to be achieved in learning.*

*Key words:* Competence, work motivation, Work Discipline, teacher's performance.



## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui Pengaruh Kompetensi, Motivasi Kerja dan Disiplin Kerja terhadap Kinerja Guru di SMK Karya Fajar Kecamatan Petir Kabupaten Serang Provinsi Banten. Jenis penelitian adalah penelitian kuantitatif dengan menggunakan pendekatan survey. Populasi penelitian semua guru di SMK Karya Fajar sejumlah 30 orang . Teknik sampling yang digunakan dalam penelitian ini adalah teknik sampling Non Probability sampling dengan sampling jenuh, yaitu seluruh populasi menjadi sampel. Analisis data yang digunakan analisis regresi linear berganda (uji t dan uji F) dengan bantuan program SPSS versi 22. Hasil penelitian menunjukkan kompetensi berpengaruh positif dan signifikan terhadap kinerja guru. Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Guru. Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Guru. Kompetensi, motivasi kerja dan disiplin kerja secara bersama-sama (simultan) berpengaruh positif dan signifikan terhadap kinerja guru. Berdasarkan hasil penelitian disarankan: Guru harus menguasai kompetensi profesional dengan baik. Sekolah harus mampu menciptakan rasa aman terhadap guru. Guru harus memiliki tujuan dan kemampuan yang ingin dicapai dalam pembelajaran.

Kata kunci: Kompetensi, Motivasi Kerja, Disiplin Kerja, Kinerja Guru.

