

## ABSTRACT

*This study aims to examine and analyze the influence of competence, organizational commitment, and non-financial compensation on teacher performance in SMAN 29 Jakarta both partially and simultaneously. The sampling method used is saturated sampling method that is using all population amount as research sample. The data were taken directly by using questionnaires on 47 teacher respondents at SMAN 29 Jakarta and 47 questionnaires were accepted and used for analysis. The method of analysis used in this study is multiple linear regression to test the relationship between dependent variable and independent variable by using significant level  $\alpha = 0,05$ . SPSS version 23 program is used as a statistical data analysis tool. The results showed that competence, organizational commitment, and non-financial compensation significantly influence the performance of teachers at the level of SMAN 29 Jakarta. The results of further research indicate that the competence variable is the more dominant variable in affecting teacher performance then non financial compensation and followed by organizational commitment variable. The conclusion in this study based on R square value obtained the number 0.662 which means the teacher's performance of 66.2% influenced by competence, organizational commitment, and non-financial compensation and the rest is influenced by other variables not examined in this study.*

**Keywords:** *competency, organizational commitment , non-financial compensation, teacher performance*

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