

## **ABSTRACT**

*Increased human resources is done to increase the competitiveness of the organization. Yayasan Abdi Siswa as an organization engaged in education understands the importance of efforts to improve the performance of teachers working in the foundation. Kind of causality research. Population of all elementary school teachers Abdi Siswa Jakarta. Sampling technique used non probability with saturated samples, so the number of samples of 45 teachers as respondents. Data analysis of Multiple Linear Regression. The results showed that the principal's supervision, training and motivation together (simultaneously) have a significant effect on the teacher's job satisfaction in Yayasan Abdi Siswa. Partially, principal supervision has positive and significant effect on teacher work satisfaction, training has positive and significant effect to job satisfaction and motivation have positive and significant effect to teacher work satisfaction. Suggestions of school leaders need to improve teacher competence through training activities and create a conducive working environment to improve motivation and job satisfaction.*

*Keywords: Principal Supervision, Training, Work Motivation, Job Satisfaction*



## ABSTRAK

Peningkatan sumber daya manusia dilakukan untuk menambah daya saing organisasi. Yayasan Abdi Siswa sebagai sebuah organisasi yang bergerak di bidang pendidikan memahami pentingnya upaya untuk meningkatkan kinerja guru yang bekerja di yayasan. Jenis penelitian kausalitas. Populasi seluruh guru SD Abdi Siswa Jakarta. Teknik pengambilan sampel yang digunakan *non probability* dengan sampel jenuh, sehingga jumlah sampel 45 guru sebagai responden. Analisis data Regresi Linear Berganda. Hasil penelitian menunjukkan supervisi kepala sekolah, pelatihan dan motivasi secara bersama-sama (simultan) berpengaruh secara signifikan terhadap kepuasan kerja guru di Yayasan Abdi Siswa. Secara parsial supervisi kepala sekolah berpengaruh positif dan signifikan terhadap kepuasan kerja guru, pelatihan berpengaruh positif dan signifikan terhadap kepuasan kerja dan motivasi berpengaruh positif dan signifikan terhadap kepuasan kerja guru. Saran pimpinan sekolah perlu meningkatkan kompetensi guru melalui kegiatan pelatihan dan menciptakan suasana kerja yang kondusif guna meningkatkan motivasi dan kepuasan kerja.

Kata kunci: Supervisi Kepala Sekolah, Pelatihan, Motivasi Kerja, Kepuasan Kerja

