ABSTRACT

This study aims to analyze the influence of professional commitment, organizational commitment, need for achievement and catholic work ethic to teacher performance on Sekolah Harapan Bangsa Tangerang. The population of this research are teachers of Sekolah Harapan Bangsa who work at high school units which amounted to 33 respondents and uses all the population as sample. The sampling method uses saturate sampling. Data analysis method using Variance Based Structural Equation Modeling, Partial Least Square (PLS) The results of this study show that professional commitment has no effect on teacher performance. Organizational commitment has no effect on teacher performance. Need for achievement has no effect on teacaher performance. Catholic work ethic has a positive and siginificant effect on teacher performance.

Keywords: Professional commitment, organizational commitment, need for achievement, catholic work ethic and teachers performance.

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh komirmen profesional, pengaruh organisasional, *need for achievement* dan etos kerja katolik terhadap kinerja guru pada sekolah Harapan Bangsa Tangerang. Populasi penelitian ini adalah guru yang bekerja pada unit SMP dan SMA sekolah Harapan Bangsa dan menggunakan semua populasi sebagai sampel yang berjumlah 33 guru. Metode penarikan sampel menggunakan sampel jenuh. Metode analisis data menggunakan *Variance Based Structural Equation Modeling, Partial Least Square* (PLS). Hasil penelitian ini membuktikan bahwa komitmen profesional tidak berpengaruh terhadap kinerja guru. Komitmen organisasional tidak berpengaruh terhadap kinerja guru. *Need for achievement* tidak berpengaruh terhadapa kinerja guru. Etos kerja katolik berpengaruh positif dan signifikan terhadap kinerja guru.

Kata Kunci : Komitmen profesional, komitmen organisasional, *need for achievement*, etos kerja katolik dan kinerja guru.

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