ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja, motivasi kerja dan lingkungan kerja terhadap kinerja guru SMK Assaa'datul Abadiyah Jakarta. Populasi dalam penelitian ini adalah 50 guru pada SMK Assaa'datul Abadiyah Jakarta. Sampel yang dipergunakan adalah sebanyak 50 guru,yang diambil dengan menggunakan metode sampel jenuh. Metode pengumpulan data menggunakan metode survey, dengan instrumen penelitian adalah kuesioner. Metode analisis data menggunakan *Partial Least Square*. Penelitian ini membuktikan bahwa Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja guru smk assaa'datul abadiyah. Motivasi kerja berpengaruh positif dan signifikan terhadap terhadap kinerja guru smk assaa'datul abadiyah. Lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja guru smk assaa'datul abadiyah. Berdasarkan nilai R Square Adjusted sebesar 0,760 berarti model tersebut memiliki tingkat *goodness-fit model* yang baik, yang berarti variabilitas Kinerja Guru yang dapat dijelaskan oleh ketiga variabel dalam model yaitu Disiplin Kerja, Motivasi Kerja dan Lingkungan Kerja sebesar 76,% sedangkan 24% dijelaskan oleh variabel lain yang tidak diteliti dalam model ini.

Kata Kunci: Disiplin Kerja, Motivasi Kerja, Lingkungan Kerja, Kinerja Guru.

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ABSTRACT

This study aims to analyze the effect of work discipline, work motivation and work environment on the performance of SMK Assaa'datul Abadiyah Jakarta teachers. The population in this study were 50 teachers at Assaa'datul Abadiyah Jakarta Vocational School. The sample used was 50 teachers, taken using the saturated sample method. Data collection methods using survey methods, with the research instrument is a questionnaire. Data analysis method uses Partial Least Square. This research proves that work discipline has a positive and significant effect on the performance of teachers of senior high school students. Motivation has a positive and significant effect on the performance of teachers of senior high school seniors. The work environment has a positive and significant effect on the performance of teachers of senior high school students. Based on the R Square Adjusted value of 0.760 means that the model has a good level of goodness-fit model, which means that Teacher Performance variability can be explained by the three variables in the model namely Work Discipline, Work Motivation and Work Environment by 76,% while 24% is explained by Other variables not examined in this model.

Keywords: Work Discipline, Work Motivation, Teacher Performance

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