

## **ABSTRACT**

*This study aims to analyze the effects of competence, intrinsic motivation, and commitment to the performance of educators in SMA 1 Banjarsari Banten. This research is a quantitative. Study the population in this research all teachers of SMA 1 Banjarsari. A nonprobability in sample collection technique by 32 saturated samples approach was used. Data were analyzed using multiple liniar regression. The results showed that the variables of competence, intrinsic motivation, and commitment had positive and significant influence on teacher's performance. Variable competence, intrinsic motivation, and commitment simultaneously had a positive and significant impact on teacher's performance at SMA 1 Banjarsari. Data were analyzed by using multiple linear regression with help of SPSS version 25 for windos. Recommendations in this study is a competence development program needs to continue to maintain, improve, and improve the quality of teacher performance SMA 1 Banjarsari.*

*Keywords: Competency, Intrinsic Motivation, Commitment, Performance, Teacher*



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## ABSTRAK

Penelitian ini bertujuan untuk mengukur dan menganalisa pengaruh kompetensi, motivasi intrinsik, dan komitmen terhadap kinerja tenaga pendidik di SMA Negeri 1 Banjarsari Banten. Jenis penelitian kuantitatif. Populasi penelitian seluruh guru SMA Negeri 1 Banjarsari. Teknik pengambilan sampel *nonprobability sampling* – dengan sampel jenuh sebanyak 32 orang guru. Data data dianalisis dengan regresi linier berganda. Hasil penelitian variabel kompetensi, motivasi intrinsik, dan komitmen memiliki pengaruh positif dan signifikan terhadap kinerja guru. Variabel kompetensi, motivasi intrinsik, dan komitmen secara simultan berpengaruh positif dan signifikan terhadap kinerja guru SMA Negeri 1 Banjarsari. Rekomendasi penelitian ini program pengembangan kompetensi perlu tetap memelihara, memperbaiki, dan meningkatkan kualitas kinerja guru SMA Negeri 1 Banjarsari.

Kata Kunci : Kompetensi, Motivasi Intrinsik, Komitmen, Kinerja, Guru



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