

Abstrak

Tujuan dari penelitian ini adalah, mengetahui sejauh mana pengaruh motivasi kerja guru dan disiplin kerja guru serta kepuasan kerja terhadap kinerja guru di SMK Duta Mas Jakarta. Dari hasil dan analisis data yang dipaparkan dan dijelaskan, menyatakan bahwa motivasi, disiplin, dan kepuasan kerja guru terhadap kinerja guru tidak berpengaruh signifikan. Ini ditunjukkan dari hasil perhitungan uji “ t “ antara perbedaan jalur koefisien Motivasi terhadap Kepuasan yang diperoleh sebesar 0.132, nilai tersebut $< t$ -tabel 1.96 , Uji t perbedaan jalur koefisien Disiplin terhadap Kepuasan yang diperoleh sebesar 0.323, nilai tersebut $< t$ -tabel 1.96, dan Uji t perbedaan jalur koefisien Kepuasan terhadap Kinerja yang diperoleh sebesar 0.836, nilai tersebut $< t$ -tabel 1.96 .

Kata Kunci: *SEM (Structural Equation Modelling)* , *PLS (Partial Least Square)*, Motivasi, Disiplin, Kepuasan, Kinerja.



Abstract

The purpose of this study is to determine the extent of the influence of work motivation of teachers and teachers on the discipline and job satisfaction satisfaction towards the achievement of teachers at the Jakarta Duta Vocational Secondary School. From the results and analysis of the data presented and explained, it states that the motivation, discipline, and job satisfaction of teachers toward the achievement of teachers have no significant impact. This is shown by the calculation of the "t" test between the differences in the path of the coefficient of Motivation towards the satisfaction obtained at 0.132, the $<t$ -table 1.96, the t test for the difference in the Discipline coefficient toward the satisfaction obtained at 0.333, the $<t$ -table 1.96, and the t test of the difference in the coefficient satisfaction with the performance achieved is 0.836, the $<t$ -table 1.96.

Keywords: SEM (Structural Equation Modeling), PLS (Partial Least Square), Motivation, Discipline, Satisfaction, Performance.

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