

## ABSTRACT

*The purpose of this research was to understand and analyse the influence of Maslow's five motivational needs (physiological, safety, belongingness, esteem and self actualisation needs of motivation) on teacher's performance. This research was a quantitative research and the sample of the research were 62 teachers of Sekolah Don Bosco Pondok Indah - Jakarta Selatan, whereas the sample were saturated sample (hundred percent of the population). The result of this research showed that physiological, safety, belongingness, esteem and self actualisation needs of motivation simultaneously had positive influence on teacher's performance. All above variables were also individually had influence on teacher's performance, whereas the physiological needs of motivation was the variabel which had the most significant influence on teacher's performance especially on dimension of needs of place, Safety needs of motivation had negative influence, belongingness needs of motivation had significant influence especially on dimension of needs of feeling to be needed by supervisor or school management, esteem needs of motivation had insignificant influence, and self actualisation needs of motivation had significant influence especially on dimension of needs of having opportunity to improve future carier or opportunity to get higher position.*

**Keywords** : *Physiological needs motivation, Safety needs motivation, Belongingness needs motivation, Esteem needs motivation, Self actualisation needs motivation, Teacher's performance*

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## ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui dan menganalisa pengaruh lima motivasi kebutuhan Maslow yaitu kebutuhan fisiologis, rasa aman, sosial, penghargaan dan aktualisasi diri terhadap kinerja guru. Penelitian ini bersifat kuantitatif dan dilakukan terhadap populasi guru di Sekolah Don Bosco Pondok Indah - Jakarta Selatan yang berjumlah 62 orang, sampel penelitian adalah sampel jenuh yaitu seratus persen dari jumlah populasi yang diteliti. Hasil penelitian membuktikan bahwa kebutuhan fisiologis, rasa aman, sosial, penghargaan dan aktualisasi diri secara bersama sama mempunyai pengaruh positif dan signifikan terhadap kinerja guru. Semua variabel tersebut di atas secara individual juga berpengaruh terhadap kinerja guru dimana motivasi kebutuhan fisiologis adalah variabel yang berpengaruh paling signifikan terhadap kinerja guru terutama dimensi kebutuhan papan, motivasi kebutuhan rasa aman berpengaruh negatif terhadap kinerja guru, motivasi kebutuhan sosial berpengaruh signifikan terutama dimensi kebutuhan merasa dibutuhkan oleh atasan atau pimpinan sekolah, motivasi kebutuhan penghargaan berpengaruh tetapi tidak signifikan dan motivasi kebutuhan aktualisasi diri berpengaruh signifikan terutama kebutuhan mendapat kesempatan untuk meningkatkan karier atau memperoleh jabatan yang lebih tinggi.

**Kata kunci :** Motivasi kebutuhan fisiologis, Motivasi kebutuhan rasa aman, Motivasi kebutuhan sosial, Motivasi kebutuhan penghargaan, Motivasi kebutuhan aktualisasi diri, Kinerja guru

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