

ABSTRACT

The success of education is achievable when there is interaction between the teachers and learners. Therefore, this is the responsibility of the teachers to take part of it. All the policies may not have optimum result if the teachers could not perform well although the policies are quite good. The teachers, who have good competence as well as could motivate their selves to carry out their responsibilities, are indirectly the educators who have high discipline to achieve the optimum teachers' performance. The purposes of this research are to know the impact of competence, motivation, and discipline towards the teachers' performance of SMK At-thahirin 2 Ciledug. Multiple regression is applied as the method of this research. The data is collected through a questionnaire that consists of 13 questions regarding independent variables and 14 questions regarding dependent variables. Out of 53 respondents, the results of the research indicate that competence, motivation, and discipline have impact toward teachers' performance significantly. Partially, the research result indicate that competence has positive impact and significant towards teachers' performance, motivation has indirect impact towards teachers' performance, and discipline has positive impact and significant toward teachers' performance.

Keyword: Competence, Motivation, Discipline, Performance



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ABSTRAK

Keberhasilan pendidikan sesungguhnya akan terjadi bila ada interaksi antara pendidik dan peserta didik. Dalam kondisi inilah guru lah yang memegang peran penting. Semua kebijakan bagaimanapun bagusnya tidak akan memberi hasil yang optimal, sepanjang guru belum menjalankan tugasnya dengan baik. Guru memiliki kompetensi yang baik dan dapat memotivasi diri untuk menjalankan tugasnya dengan baik pula, secara tidak langsung guru pun memiliki tingkat kedisiplinan yang baik untuk mencapai Kinerja guru yang optimal. Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi, motivasi dan disiplin terhadap kinerja guru SMK At-Thahirin 2 Ciledug. Metode analisis yang digunakan dalam penelitian ini adalah regresi berganda. Pengumpulan data menggunakan kuesioner masing-masing variabel independen 13 pernyataan dan variabel dependen 14 pernyataan. Dari 53 responden, hasil penelitian menunjukkan bahwa kompetensi, motivasi dan disiplin berpengaruh secara signifikan terhadap kinerja guru. Secara parsial menunjukkan bahwa kompetensi berpengaruh positif dan signifikan terhadap kinerja guru, motivasi juga berpengaruh terhadap kinerja guru walaupun tidak secara langsung, serta disiplin berpengaruh positif dan signifikan terhadap kinerja guru.

Kata kunci: Kompetensi, Motivasi, Disiplin, Kinerja

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