

## **ABSTRACT**

*This research is conducted to analyze the influences of Commitment and Motivation of the teachers' performance at SMA and SMK BUDI MULIA. The close emotional of teachers' on school and moral obligation to work at the school is the meaning of commitment, but the process of intensity, direction and teachers' effort in teaching and learning process as teachers' motivation. Commitment and process are guessed to give strong influence on teachers' performance at SMA and SMK BUDI MULIA.*

*The method of this research used quantitative research by using survey methodology through questioner given. The population of this study are all of the SMA and SMK BUDI MULIA teachers' totally 69 teachers with the classification 42 are women or 61 %, the age of population between 30-40 years old, background of education are S1 ( undergraduate ) with experiences 6-10 years. The independent variable is the commitment and motivation and the dependent variable is teachers performance. To test the influenced variable, the research is using dual linear regression method, t-test and F-test.*

*The result of the research is refused  $H_0$  and accepted  $H_a$ , there is influence commitment and motivation on the teacher performance at SMA and SMK BUDI MULIA. From determination score (  $R^2$  ) 51,9 % teacher performance influenced by commitment and motivation and the other 48,1 % influenced by other variable which is not researched in this study. From the two independent variables, which is the most influenced on the teacher performance is commitment.*

*This research is supposed to help organization management of SMA and SMK BUDI MULIA. The suggestion is there need the improvement commitment and motivation, in order teacher can improve their performance at the school. Beside that, the result of the research is useful to help the next research.*