

ABSTRAK

Semakin menurunnya kinerja guru sudah seharusnya menjadi perhatian kita semua, karena penurunan kinerja guru berdampak pada kualitas proses pembelajaran dan pada akhirnya akan mempengaruhi kualitas lulusan. Banyak faktor yang menyebabkan rendahnya kinerja guru, dan dalam penelitian ini dianalisis dan diuji kebenaran hipotesis tentang pengaruh motivasi, kompetensi dan kompensasi terhadap kinerja guru baik secara parsial maupun secara bersama-sama. Penelitian dilakukan dengan menggunakan metode survei. Sampel yang diambil adalah keseluruhan populasi guru yang berjumlah 53 orang. Analisis data menggunakan statistik deskriptif, analisis regresi linier sederhana dan analisis linier ganda. Hasil penelitian adalah : 1) motivasi berpengaruh positif dan signifikan terhadap kinerja guru, 2) kompetensi berpengaruh positif dan signifikan terhadap kinerja guru, 3) kompensasi berpengaruh positif namun tidak signifikan terhadap kinerja guru dan 4) secara bersama-sama motivasi, kompetensi, dan kompensasi berpengaruh positif dan signifikan terhadap kinerja guru. Hasil penelitian dapat digunakan pihak sekolah untuk terus meningkatkan motivasi kerja guru, kompetensi para guru dan memberikan kompensasi atas prestasi yang telah dicapai guru sehingga kinerja guru dapat semakin meningkat.

Kata Kunci: Motivasi, Kompetensi, Kompensasi, dan Kinerja guru.

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ABSTRACT

The declining performance of the teachers should concern us all, because the decline in teacher performance impact on the quality of the learning process and will ultimately affect the quality of graduates. Many factors contribute to the low performance of teachers, and in this study were analyzed and tested hypotheses about the influence of the truth of motivation, competence and compensation on teacher performance either partially or jointly. The study was conducted using a survey method. Sample taken is the overall teacher population numbering 53 people. Data were analyzed using descriptive statistict, simple linear regression analysis and multiple linear analysis. The result research : 1) motivation had a significantly positive correlation towards the teacher's working performances, 2) competence had a significantly positive correlation towards the teacher's working performances, 3) compensation had a positive correlation, but no significantly towards the working performances of the teacher and 4) together motivation, competence, and compensation positive and significant impact on the performance of teachers. The result of the study can be used to continually improve the school teachers' work motivation, competence of teachers and compensation the achievements of teachers so that teachers can further increase performance.

Keywords: Motivation, Competence, Compensation and Job Performance.