

ABSTRACT

*Working environment and leadership qualities have major influence toward teacher's working motivation in Charitas, Batam. Both factors required a special attention if an organization wished to increase the teacher's condition and situation of working. Man power, in this sense were educators supported the existence of a school in reaching up the goal based on its perspective and mission. This explanation had guided the writer to employ a research entitled "**The Influence of Working Environment as well as Leadership Qualities toward Teacher's Working Motivation in Charitas, Batam**"*

The research was aimed to find out how working environment and leadership qualities influenced teacher's working motivation, especially in the learning process of developing students' of Charitas Batam hollistically. Hyphotesis proposed in this research i.e. there was a significance influence between working environment and leadership qualities toward teacher's working motivation. Questionnaire and population cencus were chosen as the technic of gathering data from particular respondents. The gathered data was analyzed using regression analysis aid of SPSS 15.

The result of analyzing the data using t test of SPSS explained that there was a significance influence between working environment toward teacher's working motivation. Besides, there was also a positive influence of leadership qualities toward teacher's working motivation and both working environment and leadership qualities had a significance influence toward teacher's working motivation. The influence contributed by the two variables, i.e. working environment and leadership qualities toward teacher's working motivation was about 85.1% while the rest 14.9% was influenced by other variables which were not included in this research.

The headmaster of Charitas Batam advised that the management should optimize its work in conceiving a more condusive working environment as well as giving support to the teacher in order to increase teacher's working motivation.

ABSTRAK

Lingkungan Kerja dan Kepemimpinan sangat berpengaruh terhadap Motivasi Kerja Guru di Sekolah Charitas Batam, kedua faktor tersebut perlu mendapat perhatian khusus apabila organisasi menginginkan situasi dan kondisi kerja guru meningkat. Ketenagaan dalam hal ini pendidik sangat mendukung eksistensi sekolah tersebut dalam upaya mencapai tujuannya berdasarkan visi misi. Dari uraian tersebut diambil judul penelitian yaitu **“Pengaruh Lingkungan Kerja dan Kepemimpinan Terhadap Motivasi Kerja Guru di Sekolah Charitas Batam”**.

Tujuan penelitian ini untuk mengetahui bagaimana lingkungan kerja dan kepemimpinan memiliki pengaruh terhadap motivasi kerja guru khususnya pada proses pembelajaran mencerdaskan anak bangsa secara holistik di Sekolah Charitas Batam. Hipotesis yang diajukan yaitu terdapat pengaruh yang signifikan lingkungan kerja dan kepemimpinan terhadap motivasi kerja guru. Sampel responden diambil dengan menggunakan teknik *sesus populasi* dan teknik pengumpulan data menggunakan kuesioner. Data yang diperoleh dianalisis dengan alat analisis regresi berganda dengan alat bantu SPSS 15.

Hasil analisis perhitungan SPSS dengan uji t dapat dijelaskan bahwa terdapat pengaruh signifikan lingkungan kerja terhadap motivasi kerja guru, terdapat pengaruh positif kepemimpinan terhadap motivasi kerja guru dan terdapat pengaruh yang signifikan lingkungan kerja dan kepemimpinan secara bersama sama terhadap motivasi kerja guru. Selanjutnya kontribusi yang diberikan oleh variabel lingkungan kerja dan kepemimpinan terhadap motivasi kerja guru adalah sebesar 85,1% sedangkan sisanya 14.9% dipengaruhi oleh variabel-variabel lain yang tidak termasuk dalam penelitian ini.

Saran kepada Sekolah Charitas Batam bahwa untuk meningkatkan motivasi kerja guru, manajemen perlu mengoptimalkan dalam menciptakan lingkungan kerja yang kondusif dan memberikan dukungan kepada guru untuk mengetahui apa yang menjadi kebutuhan.