

ABSTRACT

This research aims to examine and analyze the effect of principal supervision, climate organization, and work motivation to the teacher work performance in Lazuardi Elementary School. The sampling technique used is the census, which is all 46 people population are taken for sample. The method of data analysis used is multiple linear regression. Results showed that individual operating tests (t test) indicates that the variable principal supervision and work motivation has a significant influence on the performance of teachers at Lazuardi Elementary School, but for the climate organization has no influence against the performance of teachers at SD Lazuardi. And the result that operates simultaneous (F test) shows that principal supervision, climate organization and work motivation all together has significant influence against the teacher performance. So advised for the schools is, be able to give more attention to the needs of self-development of teachers, such as always included in teacher training activities, and scientific forums. So that the teacher can innovate in carrying out his duties as an educator.

Keyword : supervision, climate organization, work motivation, teacher performance



UNIVERSITAS
MERCU BUANA

ABSTRAK

Penelitian ini bertujuan menguji dan menganalisis pengaruh supervisi kepala sekolah, iklim organisasi, dan motivasi kerja, terhadap kinerja guru di SD Lazuardi. Tehnik pengambilan sampel yang digunakan adalah sensus, dimana seluruh populasi 46 orang dijadikan sampel. Metode analisis data yang digunakan adalah regresi linear berganda atau *multiple regression linear*. Hasil penelitian menunjukkan bahwa secara individual (uji t), supervisi kepala sekolah dan motivasi kerja memiliki pengaruh signifikan terhadap kinerja guru di SD Lazuardi, namun untuk iklim organisasi tidak memiliki pengaruh terhadap kinerja guru di SD Lazuardi. Dan pada hasil penelitian secara simultan (uji F) menunjukkan bahwa supervisi kepala sekolah, iklim organisasi, dan motivasi kerja secara bersama-sama memiliki pengaruh yang signifikan terhadap kinerja guru. Sehingga disarankan pihak sekolah lebih memperhatikan kebutuhan pengembangan diri guru, seperti selalu diikutsertakan dalam kegiatan pelatihan guru, dan forum ilmiah. Agar guru tersebut dapat berinovasi dalam menjalankan tugasnya sebagai seorang pendidik.

Kata kunci : supervisi, iklim organisasi, motivasi kerja, kinerja guru



UNIVERSITAS
MERCU BUANA