

## **ABSTRACT**

*Human resource is the important and valuable asset of the educational institution which supported by the effective management as the aim of the educational institution. In order to analyze the influence factors to improve the competence and the achievement of the teacher. Its influences need to study, analyze, and investigated indeep to describe which the urgent factor toward the competence of the teacher.*

*The aim of this research is the study empirically to influence of competence and satisfaction work toward job performance, influence of competence toward job performance, influence satisfaction work toward job performance between non civil servant teacher and civil servant teacher, and than to exam the average of differences of variable competence, satisfaction work and job performance the teachers in YPI Sholatiyah Serang Banten.*

*This research using the explanatory research which explain the influence between the variable by the hypothesis. Indigent variable (X1), satisfaction work (X2) and exigent variable (Y). The technique of collective data is using questionnaire, interview and observation which contain of primer and secondary data. Furthermore, analyze the data by quantitative, technical descriptive analyze and double regression linier analyze to free exigent test.*

*Base on the research that was conclude the influence of competence and satisfaction work toward job performance of teacher in YPI Sholatiyah Serang, Banten, and in partial there was the influence of competence toward job performance of teacher in YPI Sholatiyah Serang Banten and the influence of satisfaction work toward job performance in YPI Sholatiyah Serang Banten.*

*Keywords : competence, satisfaction work toward capability*



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## ABSTRAK

Penelitian ini bertujuan untuk mengkaji secara empiric tentang pengaruh Kompetensi dan Kepuasan Kerja terhadap Kinerja guru Non PNS dengan guru PNS, pengaruh Kompetensi terhadap kinerja guru Non PNS dengan guru PNS, pengaruh kepuasan kerja terhadap kinerja guru Non-PNS dengan guru PNS, serta untuk menguji perbedaan rata-rata dari variabel Kompetensi, Kepuasan Kerja terhadap Kinerja Guru baik PNS dan Non-PNS di YPI Sholatiyah Serang Banten.

Penelitian ini menggunakan pendekatan penelitian eksplanatoris (explanatory research) yaitu jenis penelitian yang berupaya menjelaskan pengaruh antara variabel-variabel melalui pengujian hipotesis. Variabel bebas adalah Kompetensi (X1), dan Kepuasan Kerja (X2), dan variabel terikat adalah Kinerja (Y). Teknik pengumpulan data dilakukan melalui teknik Kuesioner, wawancara, dan observasi, yang terdiri dari data primer dan data sekunder. Selanjutnya data dianalisis secara kuantitatif, dengan teknik analisis deskriptif dan analisis regresi linier berganda serta dengan uji beda sampel bebas.

Berdasarkan penelitian yang digunakan dapat dijelaskan bahwa terdapat pengaruh Kompetensi dan Kepuasan Kerja secara simultan terhadap Kinerja guru di YPI Sholatiyah Serang Banten, dan secara parsial terdapat pengaruh Kompetensi terhadap kinerja guru di YPI Sholatiyah Serang Banten serta terdapat pengaruh kepuasan kerja terhadap kinerja guru di YPI Sholatiyah Serang Banten.

Kata kunci : Kompetensi, kepuasan kerja terhadap kinerja



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