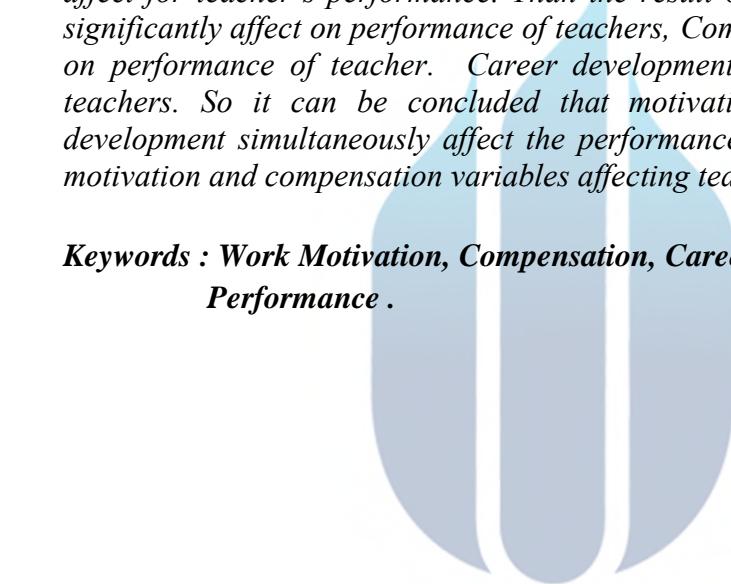


## **ABSTRACT**

*This study aims to know the influence of work motivation, compensation, and career development on the performance of teachers in SMK An-Nurmaniyah Tangerang. The sample in this study amounted to 48 teachers with saturated sample, statistical tools used are Regression Multifel (Multifel Regression) . Data were analyzed using SPSS 22,0 statistical software. The result of this study showed the F test (simultaneous ) that motivation, compensation and career development significantly affect for teacher's performance. Than the result of T test (partial) motivation to significantly affect on performance of teachers, Compensation to significantly affect on performance of teacher. Career development not affect on performance of teachers. So it can be concluded that motivation, compensation and career development simultaneously affect the performance of teachers but only partially motivation and compensation variables affecting teacher performance.*

**Keywords :** *Work Motivation, Compensation, Career Development, Teacher Performance .*

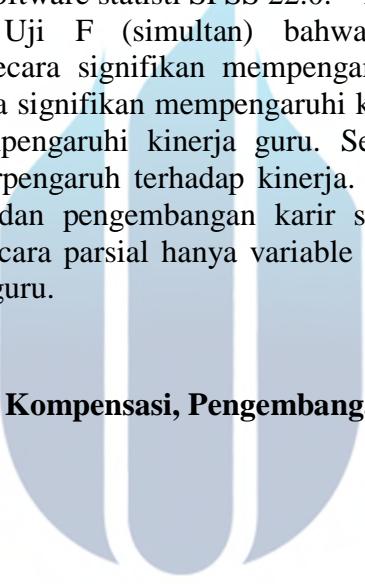


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## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi, kompensasi dan pengembangan karir terhadap kinerja guru di SMK An-Nurmaniyah Tangerang. Sampel dalam penelitian ini berjumlah 48 guru dengan sampel jenuh. Alat stastistik yang digunakan adalah *Multiple Regretion* (Regresi Berganda). Data dianalisis dengan menggunakan software statisti SPSS 22.0. Hasil penelitian ini menunjukkan dalam Uji F (simultan) bahwa motivasi, kompensasi dan pengembangan karir secara signifikan mempengaruhi kinerja guru. Hasil Uji t (parsial) motivasi secara signifikan mempengaruhi kinerja guru. Untuk kompensasi secara signifikan mempengaruhi kinerja guru. Sedangkan pengembangan karir secara parsial tidak berpengaruh terhadap kinerja. Jadi dapat disimpulkan bahwa motivasi, kompensasi dan pengembangan karir secara simultan mempengaruhi kinerja guru, namun secara parsial hanya variable motivasi dan kompensasi yang mempengaruhi kinerja guru.

**Kata kunci : Motivasi, Kompensasi, Pengembangan Karir, Kinerja Guru**



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