

ABSTRAK

Penelitian ini bertujuan untuk menganalisis dan menjelaskan pengaruh lingkungan kerja dan kepuasan kerja dengan dimediasi motivasi berprestasi terhadap kinerja guru. Populasi dari penelitian ini adalah semua guru di SMAN 6 yang berlokasi di Tangerang, dengan jumlah responden sebanyak 54 guru. Jenis penelitian kuantitatif, metode pengambilan sampel yang digunakan adalah metode sampel jenuh dikarenakan jumlah responden dalam populasi dibawah 100. Teknik pengumpulan data dari hasil wawancara dan penyebaran kuesioner kepada 54 responden. Metode analisis data menggunakan *Structural Equation Model-Partial Least Square* (SEM-PLS). Hasil penelitian menemukan bahwa lingkungan kerja berpengaruh positif dan berpengaruh tidak signifikan terhadap kinerja guru. Kepuasan Kerja berpengaruh positif dan signifikan terhadap kinerja guru. Motivasi berprestasi berpengaruh positif dan signifikan terhadap kinerja guru. Motivasi berprestasi memediasi lingkungan kerja dan kepuasan kerja terhadap kinerja guru. Nilai terendah dari hasil olah data yaitu dimensi lingkungan fisik dengan indikator ruang kerja.

Kata Kunci: *Lingkungan kerja, kepuasan kerja, motivasi berprestasi dan kinerja.*



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ABSTRACT

This study aims to analyze and explain the influence of the work environment and job satisfaction by mediating the motivation to excel on teacher performance. The population of this study was all teachers at SMAN 6 located in Tangerang, with a total of 54 respondents. The type of quantifiable research, metode sampling used is a saturated sample method because the number of respondents in the population is below 100. Data collection techniques from the results of interviews and dissemination of questionnaires to 54 respondents. The data analysis method uses Structural Equation Model-Partial Least Square (SEM-PLS). The results of the study found that the work environment had a positive effect and had an insignificant effect on teacher performance. Job Satisfaction has a positive and significant effect on teacher performance. Achievement Motivation has a positive and significant effect on teacher performance. Achievement Motivation mediates the work environment and job satisfaction with teacher performance. The lowest value of the data processing results is the dimension of the physical environment with the indicator of the workspace.

Keywords: *Work environment, job satisfaction, achievement, motivation and performance.*

