

ABSTRAK

PENGARUH BUDAYA ORGANISASI DAN MOTIVASI TERHADAP KINERJA GURU TETAP DI SMK MERDEKA BANDUNG

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Penelitian ini dilakukan di SMK Merdeka Bandung. Permasalahan yang menjadi kajian dalam penelitian ini adalah belum optimalnya kinerja guru dalam pembelajaran, meliputi komitmen dalam mengajar, menguasai materi ajar, kedisiplinan dan kreatifitas dalam mengajar dan kerjasamanya dengan sekolah. Fokus kajiannya diarahkan pada faktor-faktor yang mempengaruhi kinerja guru. Budaya organisasi dan motivasi merupakan faktor yang diduga memiliki pengaruh terhadap kinerja guru. Oleh karena itu, penelitian mengkaji tiga variabel yaitu budaya organisasi (X1), motivasi (X2) dan kinerja guru (Y).

Penelitian ini menggunakan metode survey. Teknik pengumpulan data menggunakan angket. Responden adalah guru tetap SMK Merdeka Bandung sebanyak 32 orang. Teknik analisis data menggunakan analisis regresi.

Hasil analisis data menunjukkan bahwa budaya organisasi berada pada kategori kuat, motivasi berada pada kategori tinggi, dan kinerja guru tetap di SMK Merdeka Bandung berada pada kategori sangat tinggi. Berdasarkan hasil analisis regresi, diperoleh hasil bahwa budaya organisasi dan motivasi baik secara parsial maupun simultan memiliki pengaruh yang positif dan signifikan terhadap kinerja guru.

Kata Kunci: *budaya organisasi, motivasi, kinerja guru*

ABSTRACT

THE INFLUENCES OF ORGANIZATIONAL CULTURE AND MOTIVATION ON TEACHERS PERFORMANCE IN THE VOCATIONAL HIGH SCHOOL MERDEKA BANDUNG

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This research was conducted at The Vocational High School Merdeka Bandung. The issue became a study in this research is having not optimal teachers performance in the learning such as commitment in teaching, master of teaching materials, discipline and creativity in teaching and cooperation with the school. Focus directed at factors that influenced teacher performance. Organizational culture and motivation are factors that thought to have influence on the teachers performance. Therefore the study examines three variabels, namely (X1) organizational culture, motivation (X2) and teachersperformance (Y).

This research used survey method. Data collection techniques used question form. The respondents were teachers of The Vocational High School Merdeka Bandung as many as 32 people. The data technique analyzed using the regression.

The result of the data analysis revealed that organizational culture included in strong category, motivation in high category, meanwhile teachers performance at The Vocational High School Merdeka Bandung included in very high category. Based on the analyzed of regression, the result revealed that organizational culture and motivation both partially and simultaneously, has the positive and significant influence toward teacher performance.

Keywords: *organizational culture, motivation, teachers performance*