

HUBUNGAN MOTIVASI DAN DISIPLIN KERJA DENGAN KINERJA GURU SMK BIDANG KEAHLIAN TEKNOLOGI DAN REKAYASA DI KABUPATEN GARUT

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ABSTRAK

Penelitian ini dilatarbelakangi oleh permasalahan rendahnya kinerja guru SMK Bidang Keahlian Teknologi & Rekayasa di Kabupaten Garut. Hal ini diperkuat dengan hasil UKG tahun 2015 yang masih dibawah rata-rata Provinsi Jawa Barat. Adapun permasalahan yang ingin dipecahkan melalui penelitian ini adalah hubungan Motivasi Kerja dan Disiplin Kerja Guru dengan Kinerja Guru SMK Bidang Keahlian Teknologi & Rekayasa di Kabupaten Garut. Penelitian ini bertujuan untuk mendeskripsikan tingkat motivasi, disiplin dan kinerja guru serta menganalisis bagaimana hubungan motivasi kerja dengan kinerja guru, hubungan disiplin kerja dengan kinerja guru dan hubungan motivasi kerja dan disiplin kerja dengan kinerja guru SMK Bidang Keahlian Teknologi dan Rekayasa di Kabupaten Garut. Penelitian dilakukan terhadap guru SMK Negeri yang ada di wilayah Kabupaten Garut. Penelitian ini menggunakan pendekatan kuantitatif dengan metode deskriptif dengan jenis penelitian survey serta menggunakan analisis korelasi yang dilakukan pada 9 SMK Negeri yang ada di Kabupaten Garut dengan jumlah guru sebanyak 451 guru. Jumlah sampel sebanyak 82 guru yang diambil berdasarkan teknik *simple random sampling*. Berdasarkan hasil pengolahan dan analisis data, ditemukan bahwa tingkat motivasi kerja guru, disiplin kerja guru dan kinerja guru SMK Bidang Keahlian Teknologi & Rekayasa berada pada kategori tinggi. Hasil penelitian menunjukkan bahwa Motivasi Kerja Guru mempunyai hubungan yang sedang dan signifikan dengan Kinerja Guru dan secara bersama-sama dengan disiplin kerja guru mempunyai tingkat hubungan yang sedang dengan kinerja guru. Motivasi kerja guru dan disiplin kerja guru menjadi faktor yang cukup penting yang harus ditingkatkan secara bersama-sama dalam upaya meningkatkan kinerja guru, terutama aspek

Kata Kunci: Motivasi Kerja, Disiplin Kerja, Kinerja

**THE RELATIONSHIP BETWEEN WORK MOTIVATION
AND WORK DISCIPLINE WITH THE PERFORMANCE OF
SMK TEACHERS IN THE FIELD OF EXPERTISE OF TECHNOLOGY
AND ENGINEERING IN GARUT REGENCY**

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ABSTRACT

The background to the research was the low performance of SMK teachers of the field of expertise of Technology and Engineering in Garut Regency. This low performance was strengthened by the results of the Teacher Competence Test in 2015 which were still under the average for West Java Province. The problem the present research attempts to address is the relationship between work motivation and discipline and performance of SMK teachers of the field of expertise of Technology and Engineering in Garut Regency. It aims to describe the levels of teachers' motivation, discipline, and performance and to analyse the correlation between work motivation and teacher performance, between work discipline and teacher performance, and between work motivation and discipline and the performance of SMK teachers of the field of expertise of Technology and Engineering in Garut Regency. The research adopted quantitative approach with descriptive method and survey design, employing correlational analysis to nine state vocational high schools in Garut regency with a total of 451 teachers. The sample consisted of 82 teachers, taken with simple random sampling. Based on data processing and analysis, it was found that levels of work motivation, work discipline, and performance of the SMK teachers of the field of expertise of Technology and Engineering were at the high category. The findings show that teacher's work motivation had moderate and significant correlation with teacher performance, and work motivation and discipline simultaneously had moderate correlation with teacher performance. Teacher's work motivation and discipline become the factors that are quite important to be improved simultaneously in an attempt of increasing teacher performance.

Keywords: Work Motivation, Work Discipline, Performance