

ABSTRAK

Pengaruh Komitmen Organisasi dan Motivasi Kerja Terhadap Kinerja Guru

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Penelitian ini berjudul “Pengaruh Komitmen organisasi dan Motivasi kerja Terhadap Kinerja Guru”. Penelitian ini bertujuan untuk mengetahui adakah pengaruh dari komitmen organisasi terhadap kinerja guru, motivasi kerja terhadap kinerja guru, serta komitmen organisasi dan motivasi kerja terhadap kinerja guru. Penelitian ini menggunakan metode deskriptif dan verifikatif. Populasi yang diambil sebanyak 50 responden guru di SMK Pasundan 1 Cimahi. . Data dari penelitian ini berupa kuisioner/angket. Pengolahan data penelitian ini menggunakan aplikasi *Microsoft Excel 2013*. Hasilnya menunjukkan bahwa nilai dari komitmen organisasi terhadap kinerja guru yaitu F_{hit} 70,5711 dan F_{tabel} 4,0427, motivasi kerja terhadap kinerja guru yaitu F_{hit} 72,2908 dan F_{tabel} 4,0427, serta komitmen organisasi dan motivasi kerja terhadap kinerja guru yaitu f_{hit} 533,54 dan f_{tabel} 3,1907. Jika $F_{hit} > F_{tabel}$ maka H_0 ditolak, dan jika $F_{hit} < F_{tabel}$ maka H_0 diterima. Berdasarkan perhitungan data menunjukkan 59,52% komitmen organisasi berpengaruh terhadap kinerja guru, 60,10% motivasi kerja berpengaruh terhadap kinerja guru, dan 66,17% komitmen organisasi dan motivasi kerja berpengaruh terhadap kinerja guru. Penguatan komitmen organisasi dan penefektifan motivasi kerja adalah saran terbaik bagi sekolah untuk meningkatkan kinerja guru sehingga tujuan guru dapat berjalan dengan baik.

Kata Kunci: Komitmen organisasi, Motivasi kerja, Kinerja Guru.

ABSTRACT

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This research entitled "The Influence of Organizational Commitment and Work Motivation on Teacher Performance". This study aims to determine whether there is influence of organizational commitment to teacher performance, work motivation on teacher performance, and organizational commitment and work motivation on teacher performance. This research uses descriptive and verifikatif methods. The population that is taken is 50 teachers in SMK Pasundan 1 Cimahi as respondent. Data from this research are questionnaire. This research's data is processed using Microsoft Excel 2013 application. The result shows that the value of organizational commitment to the teacher's performance is $F_{hit} 70,5711$ and $F_{tabel} 4,0427$, work motivation on teacher performance is $F_{hit} 72,2908$ and $F_{tabel} 4,0427$, and organizational commitment and work motivation on teacher performance is $f_{hit} 533,54$ and $f_{tabel} 3,1907$. If $F_{hit} > F_{tabel}$ then H_0 is rejected, and if $F_{hit} < F_{tabel}$ then H_0 is accepted. Based on data calculation shows 59,52% organizational commitment influence on teacher performance, 60,10% work motivation influence to teacher performance, and 66,17% organizational commitment and work motivation influence to teacher performance. Strengthening organizational commitment and effectiveness of work motivation is the best advice for schools to improve teachers 'performance so that teacher's goals work well.

Keywords: Organizational commitment, Work motivation, Teacher Performance.