

ABSTRAK

PENGARUH KOMPENSASI TERHADAP KINERJA GURU DENGAN VARIABEL KONTROL STATUS KEPEGAWAIAN DI SMK BPP BANDUNG

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Penelitian ini dilakukan di SMK BPP Bandung. Permasalahan yang menjadi kajian dalam penelitian ini adalah belum optimalnya kinerja guru. Fokus kajiannya diarahkan pada faktor-faktor yang mempengaruhi kinerja guru. Kompensasi merupakan faktor yang diduga memiliki pengaruh terhadap kinerja guru. Oleh karena itu penelitian ini mengkaji dua variabel yaitu kompensasi (Variabel X) dan kinerja guru (Variabel Y). Analisis mendalam dilakukan terhadap kedua variabel tersebut dengan variabel kontrol status kepegawaian. Tujuan dalam penelitian ini untuk menganalisis kompensasi dan kinerja guru, serta perbedaan pengaruh pemberian kompensasi terhadap kinerja guru bagi guru PNS dan guru Non-PNS. Metode penelitian menggunakan metode *explanatory survey*. Teknik pengumpulan data menggunakan angket. Responden adalah guru SMK BPP Bandung sebanyak 34 orang. Teknik analisis data menggunakan analisis kovarian. Hasil penelitian menunjukkan bahwa : (1) Kompensasi berada pada kategori tinggi dan kinerja guru pada kategori tinggi; (2) Efektivitas pemberian kompensasi berpengaruh terhadap kinerja; (3) Terdapat perbedaan pengaruh kompensasi terhadap kinerja guru PNS dan Non-PNS.

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Kata kunci : *kinerja, kompensasi, status kepegawaian*

ABSTRACT

THE EFFECT OF COMPENSATION ON THE PERFORMANCE OF TEACHERS WITH VARIABLE CONTROL OF THEIR EMPLOYMENT STATUS IN BPP VOCATIONAL HIGH SCHOOL BANDUNG.

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The research was carried out in BPP Vocational High School Bandung. The problem that is studied in this research is not yet optimal of teacher performance. The focus of the study focused on the factors that affect the performance of teachers. Compensation is a factor that is thought to have an impact on teacher performance. Therefore, this study examines two variables, that is compensation (X variable) and performance of teachers (Y variable). The analysis in depth to both these variables with variable control of their employment status. The purpose of this study was to analyze the compensation and performance of teachers, as well as the differences in the effect of compensation on teacher performance for civil servant teachers and non-civil servant teachers. The research method used the method of explanatory of the survey. The data collection using the questionnaire. Respondents were teachers of BPP Vocational High School as many as 34 people. Data analysis techniques use covariance analysis. The result of the research

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shows that : (1) Compensation is in high category and teacher performance is in high category; (2) The effectiveness of compensation affects the performance; (3) There were differences in the effect of compensation on the performance of civil servant teachers and non-civil servant teachers.

Keywords : *performance, compensation, employment status*