

ABSTRAK

PENGARUH MOTIVASI TERHADAP KINERJA GURU DENGAN VARIABEL KONTROL STATUS KEPEGAWAIAN DI SMK PGRI 2 CIMAHI

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Penelitian ini dilakukan di SMK PGRI 2 CIMAHI. Permasalahan yang menjadi kajian dalam penelitian ini adalah belum optimalnya kinerja guru di sekolah. Fokus kajiannya diarahkan pada faktor-faktor yang mempengaruhi kinerja guru. Motivasi merupakan faktor yang diduga memiliki pengaruh terhadap kinerja guru. Oleh karena itu, penelitian ini mengkaji 2 variabel yaitu motivasi dan kinerja guru. Analisis mendalam dilakukan terhadap kedua variabel tersebut dengan variabel control status kepegawaian.

Penelitian ini menggunakan metode *Explanatory Survey*. Teknik pengumpulan data menggunakan angket. Responden adalah guru SMK PGRI 2 CIMAHI sebanyak 48 orang. Teknik analisis data menggunakan analisis kovarian.

Hasil penelitian menunjukkan bahwa: (1) diperoleh hasil bahwa motivasi baik secara parsial dan simultan memiliki pengaruh yang positif dan signifikan terhadap kinerja guru. (2) terdapat perbedaan kinerja guru PNS dan Non PNS. Sehingga dapat disimpulkan terdapat hubungan cukup kuat antara motivasi terhadap kinerja guru.

Kata Kunci: *kinerja guru motivasi dan status kepegawaian.*

ABSTRACT

THE EFFECT OF MOTIVATION ON THE PERFORMANCE OF TEACHER WITH VARIABLE CONTROL OF THEIR EMPLOYMENT STATUS IN PGRI VACATIONAL HIGH SCHOOL CIMAHI.

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The research was carried out in PGRI Vocational High School Cimahi. 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. motivation is a factor that is thought to have an impact on teacher performance. Therefore, this study examines two variables, that is motivation and performance of teachers. The analysis in depth to both these variables with variable control of their employment status.

The research method used the method of explanatory of the survey. The data collection using the questionnaire. Respondents were teachers of PGRI Vocational High School Cimahi as many as 48 people. Data analysis techniques use covariance analysis.

The result of the research shows that : (1) The effectiveness of motivation affects the performance; (2) There were differences in the effect of the performance of civil servant teachers and non-civil servant teachers.

Keywords: *performance, motivation, and employment status.*