

ABSTRAK

Penelitian ini bertujuan untuk mengetahui: 1) seberapa besar pengaruh motivasi kepala sekolah terhadap kinerja guru di SMK Muhammadiyah se-Kota Metro Lampung. 2) seberapa besar pengaruh etos kerja terhadap kinerja guru di SMK Muhammadiyah se-Kota Metro Lampung. 3) seberapa besar pengaruh motivasi kepala sekolah dan etos kerja terhadap kinerja guru di SMK Muhammadiyah se-Kota Metro Lampung. Jenis penelitian menggunakan penelitian kuantitatif dengan menggunakan metode asosiatif. Populasi dalam penelitian ini adalah guru di SMK Muhammadiyah se-Kota Metro yang berjumlah 66 guru sebagai sampel. Teknik sampling yang digunakan adalah teknik *proporsional random sampling*. Instrumen yang digunakan dalam penelitian ini adalah angket. Hasil penelitian menunjukkan terdapat pengaruh yang positif antara motivasi kepala sekolah, dan etos kerja terhadap kinerja guru SMK Muhammadiyah se Kota Metro yaitu sebesar 54,0%. Hal ini berdasarkan perhitungan persamaan regresi yaitu peran motivasi kepala sekolah memberikan kontribusi sebesar 0,491, dan etos kerja memberikan kontribusi sebesar 0,311 terhadap kinerja guru pada arah positif dengan konstanta 134,198.

Kata Kunci: motivasi kepala sekolah, etos kerja, kinerja guru

ABSTRACT

This purpose of this study is to determine: 1) how much influence the principal motivation of the teachers' performance in Muhammadiyah Vocational High School in Metro City, Lampung. 2) how much influence the work ethic on teachers' performance at Muhammadiyah Vocational High Schools in Metro City, Lampung. 3) how much influence the principal motivation and work ethic on the teachers' performance at Muhammadiyah Vocational Schools in Metro City Lampung. The research type applies quantitative research by using associative methods. The population in this study were 66 teachers in Muhammadiyah Vocational High School in Metro City as a sample. The sampling technique used is proportional random sampling technique. The instrument used in this study was a questionnaire. The results showed that there was a positive influence between the schools' principal motivation and work ethic on the teachers' performance at Muhammadiyah Vocational High School in Metro City in the amount of 54.0%. This is based on the regression equation calculation which the principal's motivation role give contribution as much as 0.491, and the work ethic contributes 0.311 to the teacher's performance in a positive direction with a constant value of 134,198.

Keywords: *principal motivation, work ethic, teacher performance*