

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi terhadap kinerja guru, pengaruh motivasi kerja terhadap kinerja guru, dan pengaruh budaya organisasi dan motivasi kerja secara bersama-sama terhadap kinerja guru Sekolah Menengah Kejuruan (SMK) di Kecamatan Way Jepara. Teknik analisis data dalam penelitian ini menggunakan analisis regresi linier sederhana dan analisis regresi berganda. Hasil dari penelitian ini menunjukkan bahwa: (1) ada pengaruh yang positif dan signifikan budaya organisasi terhadap kinerja guru. Hal ini dilihat dari nilai koefisien regresi variabel X1 sebesar 0,393 dengan $p = 0,001$. (2) ada pengaruh positif dan signifikan motivasi kerja terhadap kinerja guru. Hal ini dapat dilihat dari nilai R square sebesar 0,082 berarti budaya kerja guru berpengaruh terhadap kinerja guru sebesar 08,2% (3) ada pengaruh positif dan signifikan budaya organisasi dan motivasi kerja secara bersama-sama terhadap kinerja guru. Hal ini dapat dilihat dari nilai R square sebesar 0,159 berarti budaya organisasi dan motivasi kerja berpengaruh terhadap kinerja guru sebesar 15,9%.

Kata kunci : Budaya Organisasi, Motivasi Kerja, Kinerja Guru

ABSTRACT

This study aimed at determining the effect of teacher's organization culture on teacher performance, the effect of teacher's work motivation on teacher performance, and the effect of teacher's work motivation and work culture on the performance of state Vocational High School (SMK) teachers in Way Jepara District. This study used simple linear regression analysis and multiple regression analysis as the techniques in analyzing the data. The results of this study indicated that: (1) there is a positive and significant effect of teacher's organization culture on teacher performance. It was seen from the value of regression coefficient variable X1 of 0.393 with $p = 0.001$. (2) there is a positive and significant effect of teacher's work motivation on teacher performance. It could be seen from the value of R square of 0.082 means that the teacher's work culture has an effect on teacher performance of 08,2% (3) there is positive and significant effect of teacher's work motivation and teacher work culture together to teacher performance. It was proved the value of R square of 0.159 means teacher's organization culture and teacher's work motivation together to teacher performance as big as 15.9%.

Keywords: Organization Culture , Work Motivation, Teacher Performance