

ABSTRAK

Rita Meliana Sianipar. NIM 709141197. Pengaruh Kompensasi Dan Motivasi Kerja Terhadap Kinerja Guru Ekonomi Yayasan Perguruan Indonesia Membangun (YAPIM) Deli Serdang dan YAPIM Medan. Skripsi Jurusan Pendidikan Ekonomi, Program Studi Pendidikan Tata Niaga, Fakultas Ekonomi, Universitas Negeri Medan Tahun 2013.

Penelitian ini dilaksanakan di Yayasan Perguruan Indonesia Membangun (YAPIM) Deli Serdang dan YAPIM Medan pada tahun ajaran 2013/2014. Adapun populasi dalam penelitian ini yaitu keseluruhan guru-guru ekonomi yang berjumlah 10 orang. Pengambilan sampel dilakukan dengan menggunakan teknik sampel total yaitu keseluruhan populasi yang berjumlah 10 orang dijadikan sebagai sampel. Teknik analisis data yang digunakan adalah analisis kuantitatif dengan menggunakan regresi linear berganda. Teknik pengumpulan data penelitian ini adalah melalui pengamatan (observasi), wawancara, dan angket.

Dari hasil teknik analisis data yang telah dilakukan dengan menggunakan analisis linear berganda, diperoleh secara simultan terdapat pengaruh yang signifikan kompensasi dan motivasi terhadap kinerja guru ekonomi di YAPIM Sibiru-biru ($R^2 = 70,4\%$). Secara parsial tidak terdapat pengaruh yang signifikan kompensasi terhadap kinerja guru di YAPIM Deli Serdang dan YAPIM Medan $t_{hitung} < t_{tabel}$ ($0,481 < 2,306$). Secara parsial terdapat pengaruh yang positif dan signifikan motivasi kerja terhadap kinerja guru ekonomi di YAPIM Sibiru-biru pada taraf signifikan 95% atau ($\alpha = 5\%$) $t_{hitung} > t_{tabel}$ ($3,825 > 2,306$). Dilihat secara simultan dari kedua variabel independen terdapat pengaruh yang signifikan secara simultan antara kompensasi dan motivasi kerja terhadap kinerja guru ekonomi YAPIM Deli Serdang dan YAPIM Medan dimana nilai $F_{hitung} > F_{tabel}$ ($8,338 > 4,74$).

Saran yang dapat disumbangkan berkaitan dengan hasil penelitian ini, mengingat faktor motivasi kerja paling dominan pengaruhnya terhadap kinerja guru ekonomi di YAPIM Deli Serdang dan YAPIM Medan, maka hendaknya pihak kepala sekolah mempertahankan motivasi kerja dan lebih meningkatkan motivasi kerja guru disamping meningkatkan pemberian kompensasi berdasarkan asas adil dan layak sehingga kinerja guru dapat meningkat.

Kata kunci : Kompensasi, Motivasi Kerja, dan Kinerja Guru.

ABSTRACT

Rita Meliana Sianipar. NIM 709141197. Compensation Effect on Performance and Work Motivation Economic (YAPIM) Deli Serdang and YAPIM Medan. Thesis Department of Economics, Business Administration Studies, Faculty of Economics, University of Medan in 2013. Thesis Departement of Economic Education, Commerce Education Studies Program, Faculty of Economics, University of Medan 2013.

The research was conducted in Yayasan Perguruan Indonesia Membangun (YAPIM) Deli Serdang and YAPIM Medan in the academic year 2013/2014. The population in this research that teacher soverall economy amounted to 10 people. Sampling was done by using the total sample of the entire population of 10 people used as a sample. The data analysis technique used is quantitative analysis using linear regression double. Data collection techniques this research is the data collection through observation, interviews, and questionnaires.

From the results of the data analysis techniques that have been performed using multiple linear analysis, simultaneously acquired a significant influence on the performance of compensation and motivation economics teacher in YAPIM Deli Serdang and YAPIM Medan ($R^2 = 70.4\%$). Partially, there is no significant effect on the performance of teacher compensation in YAPIM Sibiru-biru $t < t$ table ($0.481 < 2.306$). Partially, there is a positive and significant impact on the performance of teachers' work motivation in YAPIM Deli Serdang and YAPIM Medan economy at 95% or a significant level ($\alpha = 5\%$) $t > t$ table ($3.825 > 2.306$). Seen simultaneously from both the independent variables are simultaneously significant influence between compensation and motivation to work on teacher performance YAPIM Deli Serdang and YAPIM Medan economic value $F_{\text{count}} > F_{\text{table}}$ ($8.338 > 4.74$).

Suggestions that can be donated relating to the results of this study, given the work motivation factor most dominant influence on the economic performance of teachers in YAPIM Deli Serdang and YAPIM Medan, then the principal should survive employee motivation and increase the motivation of teachers in order to improve the provision of compensation based on the principle of precious and worthy so that teacher performance can be improved in the future time.

Keywords: Compensation, Work Motivation, and Teacher Performance.