

ABSTRAK

Dahlia. NIM. 8186132005. Pengaruh Disiplin Kerja, Iklim Organisasi, dan Kepuasan Kerja terhadap Kinerja Guru SD Negeri di Kecamatan Wampu Kabupaten Langkat. Tesis. Program Studi Administrasi Pendidikan. Program Pascasarjana Universitas Negeri Medan, 2020.

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja terhadap kepuasan kerja, pengaruh iklim organisasi terhadap kepuasan kerja, pengaruh disiplin kerja terhadap kinerja guru, pengaruh iklim organisasi terhadap kinerja guru dan pengaruh kepuasan kerja terhadap kinerja guru. Jenis Penelitian ini menggunakan penelitian kuantitatif dengan pendekatan analisis jalur dengan responden sebanyak 266 guru SD Negeri di Kecamatan Wampu Kabupaten Langkat. Pengumpulan data dilakukan menggunakan angket. Angket yang digunakan terlebih dahulu dilakukan ujicoba untuk mendapatkan instrument yang valid dan reliabel. Sebelum dilakukan ujicoba instrument dilakukan uji persyaratan analisis sebagai persyaratan analisis jalur, yaitu uji normalitas dan uji linieritas. Hasil temuan penelitian adalah terdapat pengaruh langsung positif disiplin kerja terhadap kepuasan kerja. Terdapat pengaruh langsung positif antara iklim organisasi terhadap kepuasan kerja. Terdapat pengaruh langsung positif disiplin kerja sekolah terhadap kinerja guru. Terdapat pengaruh langsung positif antara iklim organisasi terhadap kinerja guru. Terdapat pengaruh langsung positif antara kepuasan kerja terhadap kinerja guru.

Kata Kunci: Disiplin Kerja, Iklim Organisasi, Kepuasan Kerja, Kinerja Guru



ABSTRACT

Dahlia. NIM. 8186132005. *The Effect of Work Discipline, Organizational Climate, and Job Satisfaction on Teacher's Job Performance's in Wanpu District, Langkat. Thesis. Education Administration Study Program. Post Graduate Program, State University of Medan, 2020.*

This study aims to determine the effect of work discipline on job satisfaction, the effect of organizational climate on job satisfaction, the effect of work discipline on teacher performance, the effect of organizational climate on teacher performance and the effect of job satisfaction on teacher performance. This type of research uses quantitative research with a path analysis approach with 266 public elementary school teachers in Wampu district, Langkat as respondents. Data collection was carried out using a questionnaire. The questionnaire used was tested first to obtain a valid and reliable instrument. Before testing the instrument, the analysis requirements test were carried out as a path analysis requirement, namely the normality test and the linearity test. The results of the research findings are that there is a positive direct effect of work discipline on job satisfaction. There is a positive direct influence between organizational climate on job satisfaction. There is a positive direct effect of school work discipline on teacher performance. There is a positive direct influence between organizational climate on teacher performance. There is a positive direct influence between job satisfaction and teacher performance.

Keywords: *Work Discipline, Organizational Climate, Job Satisfaction, Job Performance*

