

## ABSTRAK

**Risna Yunita Simarmata, Nim 7183143018. Pengaruh Persepsi Mahasiswa Tentang Sistem Rekrutmen Guru dan Kesejahteraan Guru Terhadap Minat Mahasiswa Pendidikan Bisnis Stambuk 2018 Menjadi Guru (Universitas Negeri Medan), Skripsi, Jurusan Ekonomi, Program Studi Pendidikan Bisnis, Fakultas Ekonomi, Universitas Negeri Medan Tahun 2021.**

Permasalahan dalam penelitian “Rendahnya minat menjadi guru” Mahasiswa Pendidikan Bisnis Stambuk 2018 Universitas Negeri Medan. Penelitian ini bertujuan untuk mengetahui Pengaruh Persepsi Sistem Rekrutmen Guru dan Persepsi Kesejahteraan Guru Terhadap Minat Mahasiswa Pendidikan Bisnis Stambuk 2018 Menjadi Guru (Universitas Negeri Medan). Populasi pada penelitian ini yaitu seluruh mahasiswa pendidikan bisnis stambuk 2018 yang berjumlah 53 mahasiswa. Instrumen pengumpulan data yang digunakan adalah angket dalam bentuk skala likert. Hasil analisis data menggunakan regresi linear berganda dan uji hipotesis dan disimpulkan bahwa persepsi sistem rekrutmen guru dan persepsi kesejahteraan guru berpengaruh terhadap minat mahasiswa menjadi guru. Hal ini dilihat dari hasil analisis regresi linear berganda diperoleh persamaan  $Y = 8,435 + 0,444 (X1) + 0,401 (X2) + e$ . Selanjutnya dilihat dari nilai signifikan antara Persepsi Sistem Rekrutmen Guru terhadap minat Menjadi Guru ditunjukkan dengan nilai  $t_{hitung} > t_{tabel}$  dimana  $3,457 > 2,00856$  dengan nilai signifikan  $0,01 < 0,05$ . Selanjutnya dilihat dari nilai signifikan antara Persepsi Kesejahteraan Guru terhadap minat menjadi guru ditunjukkan dengan nilai  $t_{hitung} > t_{tabel}$  dimana  $3,283 > 2,00856$  dengan nilai signifikan  $0,002 < 0,05$ . Secara simultan (uji F) ditunjukkan dengan nilai  $F_{hitung} > F_{tabel}$  dimana  $17,800 > 3,218$  dengan nilai signifikan  $0,000 < 0,05$ . Sehingga dapat dikatakan bahwa hipotesis diterima. Dengan demikian dapat disimpulkan bahwa Persepsi Sistem Rekrutmen Guru dan Persepsi Kesejahteraan Guru berpengaruh positif dan signifikan terhadap minat menjadi guru mahasiswa Pendidikan Bisnis Stambuk 2018 Universitas Negeri Medan.

**Kata Kunci : Persepsi Sistem Rekrutmen Guru, Persepsi Kesejahteraan Guru, Minat Menjadi Guru**

## ABSTRACT

**Risna Yunita Simarmata, Nim 7183143018. The Influence of Student Perceptions About Teacher Recruitment System and Teacher Welfare on Student Interest in Stambuk Business Education 2018 to Become Teachers (Medan State University), Thesis, Economics Department, Business Education Study Program, Faculty of Economics, Medan State University in 2021 .**

The problem in the research "Low interest in being a student teacher" is the 2018 Stambuk Business Education Student, Medan State University. This study aims to determine the effect of teacher recruitment system perceptions and teacher welfare perceptions on the interest of 2018 Stambuk Business Education students to become teachers (Medan State University). The population in this study were all 2018 stamp business education students, totaling 53 students. The data collection instrument used was a questionnaire in the form of a Likert scale. The results of data analysis using multiple linear regression and hypothesis testing and concluded that the perception of the teacher recruitment system and the perception of teacher welfare affect students' interest in becoming teachers. It can be seen from the results of multiple linear regression analysis that the equation  $Y = 8,435 + 0,444 (X1) + 0,401 (X2) + e$ . Furthermore, seen from the significant value between Perceptions of the Teacher Recruitment System on the interest in becoming a teacher, it is indicated by the value of  $t_{count} > t_{table}$  where  $3.457 > 2.00856$  with a significant value of  $0.01 < 0.05$ . Furthermore, seen from the significant value between Teacher Welfare Perceptions on interest in becoming a teacher, it is indicated by the value of  $t_{count} > t_{table}$  where  $3.283 > 2.00856$  with a significant value of  $0.002 < 0.05$ . Simultaneously (F test) is indicated by the value of  $F_{count} > F_{table}$  where  $17.800 > 3.218$  with a significant value of  $0.000 < 0.05$ . So it can be said that the hypothesis is accepted. Thus, it can be concluded that the Perception of the Teacher Recruitment System and the Perception of Teacher Welfare have a positive and significant effect on the interest in becoming a teacher for the 2018 Stambuk Business Education students at the State University of Medan.

**Keywords: Perception of Teacher Recruitment System, Perception of Teacher Welfare, Interest in Becoming a Teacher**