

## ABSTRACT

**Haliza Irfani8126132009. *The Correlation Between Personality Competence and Job Motivation with Teachers Performance at the SMK Negeri Kota Binjai. Thesis. Medan: Post Graduate Program of State University of Medan, 2016.***

The purpose of this research is was to determine: (1) the correlation between personality competence with teacher performance at the SMK Negeri Kota Binjai, (2) the correlation between job motivation with teacher performance at the SMK Negeri Kota Binjai, (3) the correlation between personality competence and job motivation with teacher performance at the SMK Negeri Kota Binjai. The population of this research is 186 people; by using proportional random sampling, as many as 93 people are taken as the sample drawn on the basis of Harry King Nomogram Table ( $N \leq 2000$ ). Data processing in this research using SPSS version 15 program. Before study the instrument was tested to the population out of sampel for 30 teachers to know the validity and reliability of instrument research. Instrument used to collect data is the Likert scale questionnaire. To test the hypothesis used to technique of correlation and regression analyses of simple and double, at the significance level of 0,05. Data processing in this research using SPSS version 15 program. The research results show the followings: (1) there is a positive and significance correlation between personality competence with teacher performance at the SMK Negeri Kota Binjai, with correlation coefficient is 0,828; (2) there is a positive and significance correlation between job motivation with teacher performance at the SMK Negeri Kota Binjai, with correlation coefficient is 0,431; (3) there is a positive and significance correlation between personality competence and job motivation with teacher performance at the SMK Negeri Kota Binjai, with correlation coefficient is 0,876 and therefore, the determination is 76,80%.

**Keyword :** personal competence, motivation. performance



## ABSTRAK

**Haliza Irfani. 8126132009. Hubungan Kompetensi Kepribadian dan Motivasi Kerja dengan Kinerja Guru di SMK Negeri Kota Binjai. Tesis. Medan: Program Pascasarjana Universitas Negeri Medan, 2016.**

Penelitian ini bertujuan untuk mengetahui: (1) hubungan kompetensi kepribadian dengan kinerja guru di SMK Negeri Kota Binjai, (2) hubungan motivasi kerja guru dengan kinerja guru di SMK Negeri Kota Binjai, (3) hubungan antara kompetensi kepribadian dan motivasi kerja guru secara bersama-sama dengan kinerja guru di SMK Negeri Kota Binjai. Populasi penelitian ini berjumlah 186 orang, dengan menggunakan teknik proporsional random sampling, ukuran sampel sebanyak 93 orang didasarkan pada tabel Nomogram Harry King ( $N \leq 2000$ ). Pengolahan data dalam penelitian ini dilakukan dengan menggunakan program SPSS versi 15. Hasil penelitian memperlihatkan bahwa: (1) ada hubungan yang positif dan signifikan antara kompetensi kepribadian dengan kinerja guru di SMK Negeri Kota Binjai, dengan koefisien korelasi sebesar 0,828; (2) ada hubungan yang positif dan signifikan antara motivasi kerja guru dengan kinerja guru di SMK Negeri Kota Binjai, dengan koefisien korelasi sebesar 0,431; (3) ada hubungan yang positif dan signifikan antar kompetensi kepribadian dan motivasi kerja guru secara bersama-sama dengan kinerja guru di SMK Negeri Kota Binjai, dengan koefisien korelasi sebesar 0,876 sehingga koefisien determinasinya diperoleh sebesar 76,80%.

Kata kunci : kompetensi kepribadian, motivasi kerja, kinerja