

ABSTRAK

Ahmad Syafii Saragi. NIM 8136132003. Pengaruh Budaya Sekolah, Kepuasan Kerja, dan Motivasi kerja terhadap Kinerja Guru SMA Negeri di Kota Binjai. Tesis. Program Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh budaya sekolah terhadap kepuasan kerja guru SMA Negeri di Kota Binjai, (2) pengaruh budaya sekolah terhadap motivasi kerja guru SMA Negeri di Kota Binjai, (3) pengaruh budaya sekolah terhadap kinerja guru SMA Negeri di Kota Binjai, (4) Pengaruh kepuasan kerja terhadap kinerja guru SMA Negeri di Kota Binjai, (5) pengaruh motivasi kerja guru terhadap kinerja guru SMA Negeri di Kota Binjai. Populasi penelitian ini adalah guru SMA Negeri di Kota Binjai. Dengan jumlah sampel sebanyak 229 orang. Pengambilan sampel dilakukan dengan *proportional random sampling*. Metode penelitian bersifat analisis jalur yang bertujuan untuk menguji teori dan memperoleh informasi tentang penelitian. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh langsung positif antara budaya sekolah terhadap motivasi kerja guru dengan koefisien korelasi $\rho_{31}= 0,21$ dengan sumbangan pengaruhnya 4%; (2) terdapat pengaruh langsung positif antara kepuasan kerja terhadap motivasi kerja guru dengan koefisien korelasi $\rho_{32}= 0,15$ dengan sumbangan pengaruhnya 2,25%; (3) terdapat pengaruh langsung positif antara budaya sekolah terhadap kinerja guru dengan koefisien korelasi $\rho_{41}= 0,20$ dengan sumbangan pengaruhnya sebesar 4% (4) terdapat pengaruh kepuasan kerja terhadap kinerja guru dengan koefisien korelasi $\rho_{42}= 0,42$ dengan sumbangan pengaruh sebesar 17,64 % dan (5) terdapat pengaruh langsung positif antara motivasi kerja terhadap kinerja guru dengan koefisien korelasi $\rho_{43}=0,16$ dengan sumbangan pengaruhnya sebesar 2,56%. Maka untuk meningkatkan kinerja guru perlu adanya peningkatan budaya sekolah, kepuasan kerja dan motivasi kerja.

Kata Kunci: *budaya sekolah, kepuasan kerja, motivasi kerja, kinerja guru.*



ABSTRACT

Ahmad Syafii Saragi, Registration Number 8136130023. *The Influence of School Culture, Job Satisfaction, and Work Motivation to the Performance of State High School Teacher In the City of Binjai*. A Thesis. Postgraduate School, State University of Medan.

This study aims to determine: 1) the effect of school culture on job satisfaction of the domestic high school teacher in the town of Binjai. 2) the effect of school culture on work motivation high school teacher domestic in city Binjai, 3) the effect of school culture on the performance of high school teacher in the city of Binjai, 4) the effect of job satisfaction on the performance of high school teachers state in Binjai 5) the effect of work motivation of teachers on performance SMA in the city of Binjai. The research population was a high school teacher in the town of Binjai. With a total sample of 229 people. Research samples was done by proportional random sampling method is the path analysis aimed to test the theory and concluded; (1) there was a direct positive influence of culture on work motivation school teacher with a correlation coefficient $\rho_{31} = 0,21$ with a donation effect of 4%; (2) there was a direct positive effect between job satisfaction on job motivation of teachers with a correlation coefficient $\rho_{32} = 0,15$ with 2,25% contribution of influence; (3) there was a direct positive effect of school culture on teacher performance with a correlation coefficient $\rho_{41} = 0,20$ with a donation effect 4% (4) there was the influence of job satisfaction on the performance of the teacher with a correlation coefficient $\rho_{42} = 0,42$ with a donation of influence 17,64%, and (5) there was a direct positive influence between work motivation on teacher performance with a correlation coefficient $\rho_{43} = 0,16$ with a donation of influence 2,56%. So, to improve the performance of teachers need to improve school culture, job satisfaction and motivation.

Key words: school culture, job satisfaction, job motivation, teachers performance.

