

ABSTRAK

KHOIRUL UMRI SIREGAR. NIM. 8156132018. **Pengaruh Budaya Organisasi, Kompetensi Pedagogik dan Motivasi Kerja terhadap Kinerja Guru di SMP Negeri Kecamatan Padang Bolak.** Tesis. Program Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh budaya organisasi terhadap motivasi kerja guru; (2) pengaruh kompetensi pedagogik terhadap motivasi kerja guru; (3) pengaruh budaya organisasi terhadap kinerja guru; (4) pengaruh kompetensi pedagogik terhadap kinerja guru; dan (5) pengaruh motivasi kerja terhadap kinerja guru. Subjek penelitian adalah guru SMP Negeri Kecamatan Padang Bolak dengan jumlah sampel sebanyak 120 orang. Pengambilan sampel dilakukan dengan *proportional simple random sampling*. Metode penelitian bersifat analisis jalur yang bertujuan untuk menguji teori dan memperoleh informasi tentang penelitian. Berdasarkan hasil penelitian disimpulkan: (1) budaya organisasi berpengaruh langsung positif terhadap motivasi kerja guru, dengan $r_{31} = 0,294$ dan $t_{hitung} = 3,789$ dengan taraf signifikan 0,000; (2) kompetensi pedagogik berpengaruh langsung positif terhadap motivasi kerja guru, dengan $r_{32} = 0,430$ dan $t_{hitung} = 5,538$ dengan taraf signifikan 0,000; (3) budaya organisasi berpengaruh langsung positif terhadap kinerja guru, dengan $r_{41} = 0,330$ dan $t_{hitung} = 3,930$ dengan taraf signifikan 0,000; (4) kompetensi pedagogik berpengaruh langsung positif terhadap kinerja guru, dengan $r_{42} = 0,197$ dan $t_{hitung} = 2,210$ dengan taraf signifikan 0,000; dan (5) motivasi kerja berpengaruh langsung positif terhadap kinerja guru, dengan $r_{43} = 0,198$ dan $t_{hitung} = 2,094$ dengan taraf signifikan 0,000. Hasil penelitian memberikan gambaran bahwa budaya organisasi, motivasi kerja, dan motivasi kerja mempengaruhi kinerja guru SMP Negeri Kecamatan Padang Bolak.

Kata kunci: *Budaya organisasi, Kompetensi pedagogik, Motivasi kerja, Kinerja guru*

ABSTRACT

KHOIRUL UMRI SIREGAR. NIM. 8156132018. **The Effect of Organizational Culture, Pedagogic Competence and Work Motivation on Teacher Performance in Public Junior High School Subdistrict Padang Bolak.** Thesis. Postgraduate Program State University of Medan.

This study aims to determine: (1) the effect of organizational culture on teacher work motivation; (2) the effect of pedagogic competence on teacher work motivation; (3) the effect of organizational culture on teacher performance; (4) the effect of pedagogic competence on teacher performance; and (5) the effect of work motivation on teacher performance. The subject of this research is the teacher of Public Junior High School Subdistrict Padang Bolak with the total sample of 120 people. Sampling is done by proportional simple random sampling. The research method is a path analysis that aims to test the theory and obtain information about research. Based on the results of the study concluded: (1) organizational culture have a direct positive effect on teacher work motivation, with $\beta_{31} = 0,294$ and $t_{\text{observe}} = 3,789$ with significant level 0,000; (2) pedagogic competence has a direct positive effect on teacher work motivation, with $\beta_{32} = 0,430$ and $t_{\text{observe}} = 5,538$ with significant level 0,000; (3) organizational culture have a direct positive effect on teacher performance, with $\beta_{41} = 0,330$ and $t_{\text{observe}} = 3,930$ with significant level 0,000; (4) pedagogic competence has a direct positive effect on teacher performance, with $\beta_{42} = 0,197$ and $t_{\text{observe}} = 2,210$ with significant level 0,000; and (5) work motivation has a positive direct effect on teacher performance, with $\beta_{43} = 0,198$ and $t_{\text{observe}} = 2,094$ with significant level 0,000. The results of the study provide an illustration that organizational culture, work motivation, and work motivation affect the performance of teachers Public Junior High School Subdistrict Padang Bolak.

Keywords: *Organizational culture, Pedagogic competence, Work motivation, Teacher performance*

