

## ABSTRAK

**Azminur. NIM 7123210007 “Pengaruh Motivasi Dan Lingkungan Kerja Terhadap Kinerja Guru Di Pondok Pesantren Ar-Raudlatul Hasanah Provinsi Sumatera Utara”.**

Penelitian ini dilaksanakan di Pondok Pesantren Ar-Raudlatul Hasanah Provinsi Sumatera Utara. Populasi dalam penelitian ini adalah seluruh karyawan guru yang berjumlah 239 orang dengan Sampel yang di ambil hanya 71 orang, penentuan pengambilan Sampel dengan menggunakan Random Sampling. Instrumen atau teknik pengambilan data dalam penelitian ini menggunakan multiple choice yang telah di uji tingkat validitas dan realibilitasnya. uji asumsi klasik yang terdiri dari uji normalitas, multikolienaritas dan heterokedesitas dan Pengujian hipotesis menggunakan analisis regresi linier berganda, uji F dan uji t.

Dari hasil uji validitas diperoleh  $r_{hitung} > r_{tabel}$  untuk masing-masing item pertanyaan dan uji reliabilitas angket diperoleh hasil bahwa tiap butir soal pada variabel  $X_1$ ,  $X_2$ , dan variabel Y dianggap reliabel karena  $alpha\ cronbach > r_{tabel}$ .

Melalui analisis data masing-masing variabel bahwa  $X_1$  dan  $X_2$  berpengaruh terhadap variabel Y. Uji parsial yang dihasilkan menunjukkan masing-masing variabel motivasi dan lingkungan kerja berpengaruh terhadap variabel kinerja guru, yang artinya hipotesis diterima yaitu motivasi dan lingkungan kerja secara bersama-sama berpengaruh positif dan signifikan terhadap kinerja guru di Pondok Pesantren Ar-Raudlatul Hasanah Provinsi Sumatera Utara

***Kata Kunci : Motivasi, Lingkungan Kerja, Kinerja Guru***

## ABSTRACT

**Azminur NIM 7123210007 "The Effect of Motivation and Work Environment on Teacher Performance in the Ar-Raudlatul Hasanah Islamic Boarding School in North Sumatra Province".**

This research was conducted at the Pondok Ar-Raudlatul Hasanah Islamic Boarding School in North Sumatra Province. The population in this study were all teacher employees totaling 239 people with samples taken only 71 people, the determination of sampling using random sampling. The instrument or data collection technique in this study uses multiple choice which has been tested for its validity and reliability. classic assumption test consisting of tests of normality, multicollinearity and heterokedesity and hypothesis testing using multiple linear regression analysis, F test and t test.

From the results of the validity test obtained  $r_{count} > r_{table}$  for each question item and the questionnaire reliability test results obtained that each item on the variables X1, X2, and Y variable is considered reliable because of  $\alpha_{cronbach} > r_{table}$ .

Through data analysis of each variable that X1 and X2 affect the variable Y. The partial test produced shows that each motivation and work environment variables influence the teacher performance variable, which means the hypothesis is accepted that motivation and work environment together have a positive effect. and significant to the performance of teachers in the Ar-Raudlatul Hasanah Islamic Boarding School in North Sumatra Province

***Keywords: Motivation, Work Environment, Teacher Performance***

