

ABSTRAK

Lajuhardi Purnama Sinulingga. NIM. 8126132014. Pengaruh Disiplin Kerja, Sikap Inovatif, dan Motivasi Kerja Terhadap Kinerja Guru Gugus IV SD di Kecamatan Kotalimbaru Kabupaten Deli Serdang

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja terhadap kinerja guru, pengaruh sikap inovatif terhadap kinerja guru, pengaruh motivasi kerja terhadap kinerja guru, pengaruh disiplin kerja terhadap motivasi kerja guru, dan pengaruh sikap inovatif terhadap motivasi kerja guru Gugus IV SD di Kecamatan Kotalimbaru Kabupaten Deli Serdang. Penelitian ini menggunakan analisis jalur dengan responden sebanyak 130 guru di Gugus IV SD di Kecamatan Kotalimbaru Kabupaten Deli Serdang. Pengumpulan data diperoleh melalui instrumen angket. Hasil temuan penelitian adalah disiplin kerja berpengaruh langsung terhadap motivasi kerja guru. Hal ini dapat diketahui dari hasil perhitungan koefisien jalur antara disiplin kerja dengan motivasi kerja yaitu $\rho_{31} = 0,263$ dengan harga $t_{hitung} = 3,055 > t_{tabel} = 1,645$. Sikap inovatif berpengaruh langsung terhadap motivasi kerja guru. Hal ini dapat diketahui dari hasil perhitungan koefisien jalur antara sikap inovatif dengan motivasi kerja guru yaitu $\rho_{32} = 0,478$ dengan harga $t_{hitung} = 6,112 > t_{tabel} = 1,645$. Disiplin kerja berpengaruh langsung terhadap kinerja guru. Hal ini dapat diketahui dari hasil perhitungan koefisien jalur antara disiplin kerja dengan kinerja guru yaitu $\rho_{41} = 0,216$ dengan harga $t_{hitung} = 2,484 > t_{tabel} = 1,645$. Sikap inovatif berpengaruh langsung terhadap kinerja guru. Hal ini dapat diketahui dari hasil perhitungan koefisien jalur antara sikap inovatif dengan kinerja guru yaitu $\rho_{42} = 0,218$ dengan harga $t_{hitung} = 2,5014 > t_{tabel} = 1,645$. Motivasi kerja berpengaruh langsung terhadap kinerja guru. Hal ini dapat diketahui dari hasil perhitungan koefisien jalur antara motivasi kerja dengan kinerja guru yaitu $\rho_{43} = 0,412$ dengan harga $t_{hitung} = 5,077 > t_{tabel} = 1,645$.

ABSTRACT

Lajuhardi Purnama Sinulingga. NIM. 8126132014. Effect of Work Discipline, Innovative Attitudes and Motivation Work To Performance Cluster IV elementary school teacher in the district of Deli Serdang Kutalimbaru

This study aims to determine the effect of labor discipline on teacher performance, the effect of the innovative attitude toward teacher performance, effect on the performance of teacher work motivation, work discipline influence on work motivation of teachers, and the influence of innovative attitude towards work motivation Cluster IV primary school teachers in the district of Deli Kotalimbaru Serdang. This study used path analysis with respondents as many as 130 teachers in cluster IV Elementary School in District Kotalimbaru Deli Serdang. The collection of data obtained through questionnaires. The findings of the research is the work discipline directly influence the work motivation of teachers. It can be seen from the calculation of the path coefficient between the discipline of work with job motivation is $\rho_{31} = 0.263$ at a price $t = 3.055 > t_{tabel} = 1.645$. Innovative attitudes directly influence the work motivation of teachers. It can be seen from the calculation of the path coefficient between the innovative attitude of the teacher work motivation is $\rho_{32} = 0.478$ at a price $t = 6,112 > t_{tabel} = 1.645$. Labor discipline directly influence the performance of teachers. It can be seen from the calculation of the path coefficient between the discipline of work with the teacher's performance is $\rho_{41} = 0.216$ at a price $t = 2,484 > t_{tabel} = 1.645$. Innovative attitudes directly influence the performance of teachers. It can be seen from the calculation of the path coefficient between the innovative attitude of the teacher's performance is $\rho_{42} = 0.218$ at a price $t = 2.5014 > t_{tabel} = 1.645$. Motivation to work directly influence the performance of teachers. It can be seen from the calculation of the path coefficient between work motivation with teacher performance is $\rho_{43} = 0.412$ at a price $t = 5.077 > t_{tabel} = 1.645$.