

## ABSTRAK

**Khairuddin.** NIM 8206132011. Kontribusi Disiplin Kerja, Motivasi Kerja, dan Lingkungan Kerja terhadap Kinerja Guru SD Negeri di Kecamatan Rantau Utara Kabupaten Labuhanbatu. Tesis. Program Pascasarjana Universitas Negeri Medan 2024.

Tujuan penelitian ini untuk: 1) menganalisis seberapa besar kontribusi disiplin kerja terhadap kinerja guru, 2) menganalisis seberapa besar kontribusi motivasi kerja terhadap kinerja guru, 3) menganalisis seberapa besar kontribusi lingkungan kerja terhadap kinerja guru, 4) menganalisis seberapa besar kontribusi disiplin, motivasi kerja dan lingkungan kerja secara bersamaan terhadap kinerja guru. Penelitian ini dilaksanakan di SD Negeri Se-Kecamatan Rantau Utara Kabupaten Labuhanbatu. Populasi penelitian berjumlah 396 guru dan sampel penelitian berjumlah 162 guru. Teknik pengambilan sampel menggunakan tabel Isaac dan Michael dengan teknik *probability sampling*. Teknik pengumpulan data dilakukan dengan melakukan wawancara dan mengedarkan kuesioner kepada guru. Teknik analisis data menggunakan teknik analisis regresi berganda. Hasil penelitian secara parsial masing-masing variabel disiplin kerja, motivasi kerja dan lingkungan kerja berpengaruh positif terhadap kinerja guru, sedangkan secara simultan masing-masing variabel disiplin kerja, motivasi kerja dan lingkungan kerja berpengaruh positif terhadap kinerja guru. Besaran kontribusi masing-masing variabel disiplin kerja, motivasi kerja dan lingkungan kerja terhadap kinerja secara parsial berturut-turut 0.773, 0.697, 0.826, dimana lingkungan kerja yang paling tinggi nilai kontribusinya, dibanding dengan disiplin kerja, dan motivasi kerja. Kontribusi disiplin kerja, motivasi kerja dan lingkungan kerja secara simultan terhadap kinerja guru sebesar 0.882. Kesimpulan dari penelitian ini bahwa peningkatan kinerja guru dipengaruhi oleh disiplin kerja guru, motivasi guru dan lingkungan kerja, baik secara parsial maupun secara simultan.

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



## ABSTRACT

**Khairuddin.** NIM 8206132011. The Contribution of Work Discipline, Work Motivation, and Work Environment to the Performance Teachers at Elementary School in the Rantau Utara District, Labuhanbatu Regency. Thesis. Graduate Program of Universitas Negeri Medan 2024.

The purpose of this research is to: 1) analyze the extent of the contribution of work discipline to teacher performance, 2) analyze the extent of the contribution of work motivation to teacher performance, 3) analyze the extent of the contribution of the work environment to performance, and 4) analyze the extent of the combined contribution of discipline, work motivation, and work environment to teacher performance. This research was conducted in public elementary schools in the Rantau Utara sub-district, Labuhanbatu Regency. The population of the study consisted of 396 teachers, with a research sample of 162 teachers. The sampling technique used Isaac and Michael's table with probability sampling technique. Data collection was carried out through interviews and by distributing questionnaires to the teachers. The data analysis technique used was multiple regression analysis. The results of the study showed that, partially, each variable work discipline, work motivation, and work environment positively influenced teacher performance. Simultaneously, the variables of work discipline, work motivation, and work environment also positively influenced teacher performance. The partial contribution of each variable to performance was 0.773 for work discipline, 0.697 for work motivation, and 0.826 for work environment, with the work environment having the highest contribution compared to work discipline and work motivation. The combined contribution of work discipline, work motivation, and work environment to teacher performance was 0.882. The conclusion of this study is that the improvement of teacher performance is influenced by teacher work discipline, teacher motivation, and the work environment, both partially and simultaneously.

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