

ABSTRACT

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“THE IMPACT OF ORGANIZATIONAL JUSTICE, JOB MOTIVATION, AND JOB SATISFACTION AS THE MEDIATOR ON THE PERCEPTION OF TEACHER PERFORMANCE IN THE FIRST AND MIDDLE SCHOOL XYZ”

(xiv + 142 pages: 25 pictures; 21 tables; 14 appendices)

The teachers' performance in empowering the school community, especially students is very important in XYZ Junior and Senior High Schools. Organizational justice, job motivation, and job satisfaction are factors that can improve the teacher performance but also can reduce performance for employees of the organization. The research aims to figure out the impact of organizational justice, job motivation, and job satisfaction on teacher performance in XYZ Junior and Senior High School. The research subjects were 64 teachers who taught at the XYZ Junior and Senior High School levels. The design of this research uses path analysis with a quantitative approach. The research instrument used was a questionnaire to measure the impact of the variables of organizational justice, job motivation, and job satisfaction on teacher performance. The findings of the quantitative study prove that 1) organizational justice influences the perception of teacher performance positively, 2) organizational justice affects job satisfaction positively, 3) job motivation affects job satisfaction positively, 4) job motivation influences the perception of teacher performance positively, 5) job satisfaction also influences the perception of teacher performance, 6) organizational justice with job satisfaction as mediator has a positive effect on perceptions of teacher performance, and finally 7) work motivation with job satisfaction as mediator has a positive effect on perceptions of teacher performance in XYZ Junior and Senior High School.

Keyword: organizational justice, job motivation, job satisfaction, teacher performance

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ABSTRAK

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“PENGARUH KEADILAN ORGANISASI, MOTIVASI KERJA, DAN KEPUASAN KERJA SEBAGAI MEDIATOR TERHADAP PERSEPSI KINERJA GURU DI SEKOLAH MENENGAH PERTAMA DAN ATAS XYZ”

(xiv + 142 halaman; 25 gambar; 21 tabel; 14 lampiran)

Kinerja guru dalam memberdayakan komunitas sekolah, khususnya peserta didik sangatlah penting di Sekolah Menengah Pertama dan Atas XYZ. Keadilan, Motivasi kerja, dan kepuasan kerja menjadi faktor yang mampu meningkatkan kinerja guru namun juga mampu menurunkan kinerja bagi karyawan dari organisasi tersebut. Penelitian ini bertujuan untuk mengetahui pengaruh keadilan organisasi, motivasi kerja, dan kepuasan kerja terhadap Persepsi kinerja guru di Sekolah Menengah Pertama dan Atas XYZ. Adapun subjek penelitian adalah 64 guru yang mengajar di tingkat Sekolah Menengah Pertama dan Atas XYZ. Desain penelitian yang digunakan adalah analisis jalur (*Path Analysis*) dengan pendekatan kuantitatif. Instrumen penelitian yang digunakan adalah kuesioner untuk mengukur pengaruh variabel keadilan, motivasi kerja, dan kepuasan kerja terhadap persepsi kinerja guru. Hasil penelitian kuantitatif ini menunjukkan bahwa 1) keadilan organisasi mempengaruhi persepsi kinerja secara positif, 2) keadilan organisasi mempengaruhi kepuasan kerja secara positif, 3) motivasi kerja mempengaruhi kepuasan kerja secara positif, 4) motivasi kerja mempengaruhi persepsi kinerja secara positif, 5) kepuasan kerja juga mempengaruhi persepsi kinerja guru, 6) keadilan organisasi dengan mediasi kepuasan kerja berpengaruh positif terhadap persepsi kinerja guru, dan terakhir 7) motivasi kerja dengan mediasi kepuasan kerja berpengaruh positif terhadap persepsi kinerja guru di Sekolah Menengah Pertama dan Atas XYZ

Kata kunci: keadilan organisasi, motivasi kerja, kepuasan kerja, kinerja guru

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