

ABSTRACT

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THE INFLUENCE OF WORK MOTIVATION AND JOB SATISFACTION OF TEACHERS TO ORGANIZATION COMMITMENT AT SMPN 71 CENTRAL JAKARTA

(xiv + 83 pages: 8 graphics: 15 tables; 5 attachments)

National education system has to be able to guarantee improvement of education quality to overcome challenges found from lifestyle changes in local, national, and global level. Purpose of this research is to analyze influence of work motivation and job satisfaction to teachers' organizational commitment at SMPN 71 Central Jakarta. Work motivation and job satisfaction is assumed to increase teachers' organization commitment at SMPN 71 Central Jakarta. Research methodology used is quantitative method for analyzing influence of work motivation and job satisfaction of teachers to organization commitment at SMPN 71 Central Jakarta. Regression analysis is a research to identify level of relation between two variables or more without changing, alternation, or manipulation on available data. Sample collected out of 30 teachers as research respondents by questionnaire inputs later become source of analysis. Research concludes there is significant influence between variable working motivation (X_1) and variable organization commitment (Y) and also between variable Job Satisfaction (X_2) to variable organization commitment (Y).

Keywords: Work Motivation, Job Satisfaction, Organization Commitment

References: 37 (1993 - 2015)

ABSTRAK

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PENGARUH MOTIVASI KERJA DAN KEPUASAN KERJA TERHADAP KOMITMEN ORGANISASI GURU DI SMPN 71 JAKARTA PUSAT

(xiv + 83 halaman: 8 gambar: 15 tabel; 5 lampiran)

Sistem pendidikan nasional harus mampu menjamin peningkatan mutu pendidikan untuk menghadapi tantangan sesuai dengan tuntutan perubahan kehidupan lokal, nasional, dan global. Tujuan dari penelitian adalah mencari pengaruh motivasi kerja dan kepuasan kerja terhadap komitmen organisasi guru di SMPN 71 Jakarta Pusat. Motivasi kerja dan kepuasan kerja diharapkan dapat meningkatkan komitmen organisasi guru di SMPN 71 Jakarta Pusat. Metode penelitian menggunakan metode kuantitatif. Analisis yang digunakan dalam mencari pengaruh antara dua variabel tanpa melakukan perubahan, tambahan maupun manipulasi terhadap data yang ada adalah analisis regresi. Dalam penelitian digunakan metode sensus dalam pengambilan data dengan menyebarkan kuesioner kepada responden kepada 30 orang Guru dan selanjutnya dilakukan analisis. Dari hasil penelitian bahwa terdapat pengaruh yang signifikan antara variabel motivasi kerja (X_1) terhadap variabel komitmen organisasi (Y) dan juga antara variabel kepuasan kerja (X_2) terhadap variabel komitmen organisasi (Y).

Kata kunci: Motivasi Kerja, Kepuasan Kerja, Komitmen Organisasi

Referensi: 37 (1993 - 2015)