

ABSTRACT

Virsa Sari Widuri (00000013375)

DISCIPLINE, WORK MOTIVATION, AND ORGANIZATIONAL CULTURE EFFECT ON TEACHERS' PERFORMANCE AT "X" SCHOOL IN TANGERANG SELATAN

(xiii + 119 pages: 4 attachments)

According to the National Standard for teachers and academic staff (Standar Nasional Pendidikan), teachers should be able to show personal competencies, which support his professionalism. The competencies teachers should perform are discipline and being motivated. Teachers who are able to bring up the discipline and well motivation into his actions are expected to perform very well at work. The goal to set high performance teachers in an institution should be catered by a well school's culture which is implemented into the behavior, skills, how to think, and how to make decisions of its members. This research is aimed to find the effects of discipline, motivation, and organizational culture on teachers' performance. It is important to conduct the research at this school as there has been noticed a phenomenon of teachers' performance gap which impacts the learning process. The research was conducted at Sekolah X in Tangerang Selatan using census method and the *Partial Least Square – Structural Equation Modelling (PLS-SEM)* tool to analyze the results. The population of 42 people is the respondent or being censused. The findings concluded that the discipline, motivation, and organizational culture do have effect on the teachers' performance, with the most influenced construct on teachers' performance was the discipline. There were also found that the organizational culture effects the discipline and motivation among teachers of School X in Tangerang Selatan.

Key words : teacher's performance, discipline, work motivation, organizational culture

References: 48 (2006-2016)

ABSTRAK

Virsa Sari Widuri (00000013375)

PENGARUH DISIPLIN KERJA, MOTIVASI KERJA, DAN BUDAYA ORGANISASI TERHADAP KINERJA GURU SEKOLAH X DI TANGERANG SELATAN

(xiii + 119 halaman; 4 lampiran)

Berdasarkan Standar Kompetensi Pendidik dan Tenaga Kependidikan di dalam Standar Nasional Pendidikan, guru harus mampu menunjukkan kompetensi kepribadian yang dapat menunjang kompetensi profesionalnya. Kompetensi kepribadian guru yang perlu ditunjukkan untuk dijadikan panutan siswa antara lain adalah disiplin dan motivasi. Guru yang memiliki disiplin dan motivasi kerja yang tinggi diharapkan memiliki kinerja yang sangat baik. Institusi yang bertujuan untuk membangun kinerja guru yang baik harus dimulai dengan membangun budaya sekolah yang sehat yang akan diimplementasikan melalui sikap, keterampilan, pola pikir, dan cara-cara pengambilan keputusan yang dilakukan oleh individu di lingkungan sekolah. Banyak penelitian tentang disiplin kerja, motivasi kerja, dan budaya organisasi serta kinerja guru yang telah dilakukan. Penelitian ini bertujuan untuk mengetahui adanya pengaruh positif dari disiplin kerja, motivasi kerja dan budaya organisasi di sekolah terhadap kinerja guru. Pentingnya penelitian ini dilakukan karena di tempat penelitian dilakukan terlihat fenomena kesenjangan kinerja di antara guru yang berdampak pada kelancaran proses pembelajaran. Penelitian dilakukan di Sekolah X di Tangerang Selatan dengan metode sensus dan analisis *Partial Least Square – Structural Equation Modelling (PLS-SEM)*. Seluruh anggota populasi sebanyak 42 orang dijadikan responden atau sensus penelitian ini. Hasil penelitian membuktikan bahwa terdapat pengaruh positif disiplin kerja, motivasi kerja, dan budaya organisasi terhadap kinerja guru. Konstruk tertinggi yang mempengaruhi kinerja guru adalah disiplin kerja. Serta terbukti adanya pengaruh positif budaya organisasi terhadap disiplin kerja dan motivasi kerja guru Sekolah X di Tangerang Selatan.

Kata kunci : Kinerja guru, disiplin kerja, motivasi kerja, budaya organisasi
Referensi : 48 (2006-2016)