

ABSTRACT

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PENGARUH BUDAYA ORGANISASI, MOTIVASI, DAN KOMUNIKASI ORGANISASI terhadap KINERJA GURU DI YAYASAN PENDIDIKAN KG

(xvii + 142 halaman; 14 gambar; 33 tabel; 13 lampiran)

Kinerja guru merupakan salah satu faktor pendorong utama dalam keberhasilan suatu institusi pendidikan. Kinerja guru yang baik juga akan mendorong pencapaian visi dan misi institusi pendidikan. Oleh karena itu, penilaian kinerja guru seyogyanya dilakukan oleh manajemen institusi pendidikan dengan benar guna mendapatkan pandangan yang obyektif untuk mengevaluasi faktor-faktor yang mempengaruhi kinerja tersebut. Penelitian ini bertujuan untuk menganalisa pengaruh dari budaya organisasi, motivasi, dan komunikasi organisasi terhadap kinerja guru dan menganalisa perbedaan kinerja antara guru berkewarganegaraan Indonesia dengan guru berkewarganegaraan asing. Pengumpulan data dilakukan dengan metode survey, dengan menyebarkan kuesioner kepada seluruh populasi (80 orang) guru yang berdinas di yayasan pendidikan KG. Pendekatan penelitian ini adalah pendekatan kuantitatif dan dengan menggunakan software SPSS (*IBM Statistics 25*). Hasil penelitian ini menunjukkan bahwa budaya organisasi, motivasi, dan komunikasi organisasi memiliki pengaruh positif dan signifikan terhadap kinerja guru baik secara parsial maupun simultan. Sedangkan, penelitian pada kinerja antara guru berkewarganegaraan Indonesia dan guru berkewarganegaraan asing menunjukkan adanya perbedaan dimana kinerja WNA lebih tinggi daripada kinerja WNI, namun perbedaan tersebut tidaklah signifikan.

Referensi: 103 (1974 – 2019)

Kata Kunci:

kinerja, budaya organisasi, *leadership, teaching, komitmen, motivasi, pencapaian, power, afiliasi, komunikasi organisasi*

ABSTRACT

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(xvii + 142 pages; 14 pictures; 33 tables; 13 attachments)

Teacher performance is one of the main driving factors in the success of an educational institution. Good teacher performance will also encourage the achievement of the vision and mission of educational institutions. Therefore, teacher performance appraisal should be carried out correctly by the management of educational institutions in order to obtain an objective view of evaluating the factors that influence performance. This study aims to analyze the impact of organizational culture, motivation, and organizational communication on teacher performance as well as analyze differences in teacher's performance between Indonesian citizenship and other countries/foreign citizenship. Data collection was carried out using survey method, by distributing questionnaires to the entire population (80 people) of teachers who served in Yayasan Pendidikan KG. This research is applying quantitative approach using SPSS software (IBM Statistics 25). The results of this study indicate that organizational culture, motivation and organizational communication have a positive and significant impact on teacher performance both partially and simultaneously. Meanwhile, the study on performance between Indonesian teachers and foreign teachers shows that there are differences in where the performance of foreign teachers is higher than Indonesian teachers. However, the difference shown is not significant.

References: 103 (1974 - 2019)

Keywords:

performance, organizational culture, leadership, teaching, commitment, motivation, achievement, power, affiliation, organizational communication