

ABSTRACT

Agustinus Susanto (00000010298)

THE INFLUENCE OF PERSON ORGANIZATION FIT, TRUST AND ORGANIZATION COMMITMENT TO THE PERFORMANCE OF TEACHER ON JAKARTA ABC SCHOOL

(xv + 102 pages: 16 images , 23 coloumn, 11 appendix)

Teacher performance is one of the determining factors for the educational achievement at schools. Teacher performance will get better or worse influenced by several things, one of which is the organization's commitment. On the other hand, teachers can have a commitment to the schools affected by several things, they are Person Organization Fit and teacher trust to the leader (Trust). The purpose of this study was to determine if the person Organization Fit, trust in leadership (trust) and organizational commitment can influence the performance of teachers. This research used path analysis method and used quantitative approach to verify the theory by conducting a census to 74 teachers. The data was processed descriptively and inferentially using SmartPLS version 3.0. The results of this study is that the Person Organization Fit and trust have a positive influence on organizational commitment, and Person Organization Fit, trust and organizational commitment positively influence the performance of teachers.

Keywords : Teacher Performance, Organizational Commitment, Person Organization Fit, Trust

References : 48 (1990-2016)

ABSTRAK

Agustinus Susanto (00000010298)

PENGARUH PERSON ORGANIZATION FIT, TRUST, DAN KOMITMEN ORGANISASI ORGANISASI TERHADAP KINERJA GURUDI SEKOLAH ABC JAKARTA

(xv + 102 halaman: 16 gambar, 23 tabel, 11 lampiran)

Kinerja guru merupakan salah satu faktor penentu keberhasilan pendidikan disekolah. Kinerja guru akan semakin baik atau buruk dipengaruhi oleh beberapa hal, salah satunya adalah komitmen organisasi organisasi. Di sisi lain, guru dapat memiliki komitmen organisasi terhadap sekolah dipengaruhi oleh beberapa hal, diantaranya *Person Organization Fit* dan kepercayaan guru terhadap pimpinan (*Trust*). Tujuan dari penelitian ini adalah untuk mengetahui apakah *Person Organization Fit*, kepercayaan kepada pimpinan (*trust*) dan komitmen organisasi organisasi dapat mempengaruhi kinerja guru. Desain penelitian ini menggunakan metode analisi jalur dan menggunakan pendekatan kuantitatif yang bersifat menguji teori dengan melakukan sensus terhadap sejumlah 74 guru. Pengolahan data dilakukan secara deskriptif dan inferensial dengan menggunakan SmartPLS versi 3.0. Hasil dari penelitian ini adalah *Person Organization Fit* dan *Trust* berpengaruh positif terhadap komitmen organisasi organisasi, dan *Person Organization Fit*, *Trust* dan komitmen organisasi organisasi berpengaruh positif terhadap kinerja guru.

Kata kunci: *Kinerja Guru, Komitmen organisasi Organisasi, Person Organization Fit, Trust*

Referensi: 48 (1990-2016)