

## ABSTRACT

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### **THE EFFECTS OF WORK MOTIVATION AND ORGANIZATIONAL COMMITMENT TO THE TEACHER PERFORMANCE IN SMA 1 PERKUMPULAN SEKOLAH KRISTEN DJAKARTA.**

(xiv + 85 Pages; 11 images; 12 tables; 12 Appendixes)

Teachers' performance reflects the performance of a teacher in performing their duties to achieve educational goals. In fact, the absence of a maximum of teacher performance is affected by many factor, two of them are work motivation and organizational commitment. This research aim is to show the effect of work motivation and organizational commitment to the teacher performance in SMA 1 PSKD. The method used in this research was quantitative research by using path analysis method. A questionnaire was used as a tool to collect data related to work motivation, organizational commitment and teachers' performance. The research subjects were the 30 teachers who worked for SMA 1 PSKD. The data in this research were analysed by using Smart PLS. In this research, we concluded that work motivation had positive effects on teachers' performance; and organizational commitment had positive but very weak effects on teachers' performance

*Keywords* : *work motivation, organizational commitment, and teachers' performance*

*Referensi* : 57 (1997 – 2014)

## ABSTRAK

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### **PENGARUH MOTIVASI KERJA DAN KOMITMEN ORGANISASI TERHADAP KINERJA GURU SMA 1 PERKUMPULAN SEKOLAH KRISTEN DJAKARTA**

(xiv + 85 halaman: 11 gambar; 12 tabel; 12 lampiran)

Kinerja guru mencerminkan *performance* seorang guru dalam melaksanakan tugasnya untuk mencapai tujuan pendidikan. Dalam kenyataannya, maksimal tidaknya kinerja guru dipengaruhi oleh banyak faktor, dua diantaranya motivasi kerja dan komitmen organisasi. Penelitian ini bertujuan untuk melihat apakah motivasi kerja dan komitmen organisasi memiliki pengaruh terhadap kinerja guru, dengan kasus di SMA 1 PSKD. Penelitian ini menggunakan pendekatan kuantitatif dengan metode analisis jalur. Kuesioner digunakan sebagai alat untuk mengumpulkan data yang berkaitan dengan variabel motivasi kerja, komitmen organisasi dan kinerja guru. Populasi penelitian adalah seluruh guru SMA 1 PSKD, dengan jumlah 30 orang. Data diolah dengan menggunakan *SmartPLS*. Dari hasil penelitian, diperoleh simpulan bahwa motivasi kerja berpengaruh positif terhadap kinerja guru; dan komitmen organisasi berpengaruh positif namun sangat lemah terhadap kinerja guru.

*Kata kunci* : *motivasi kerja, komitmen organisasi, dan kinerja guru*

*Referensi* : 57 (1997 – 2014)