

ABSTRAK

Manajemen sumber daya manusia merupakan suatu ilmu untuk mengatur pegawai atau guru dalam mengembangkan potensi manusia dan organisasinya dalam serangkaian proses, perencanaan, pengorganisasian, pengarahan dan pengawasan terhadap pengadaan, pemeliharaan, sampai pemberhentian sebagai upaya mengembangkan aktivitas manusia dalam mencapai tujuan organisasi secara efektif dan efisien. Tujuan penelitian ini adalah untuk mengetahui motivasi, kompensasi dan kedisiplinan secara parsial maupun simultan terhadap kinerja guru. Maka penelitian ini mengambil judul pengaruh motivasi, kompensasi, dan kedisiplinan terhadap kinerja guru di SMK Muhammadiyah Lumajang. Penelitian ini dilakukan dengan cara membagikan kuesioner kepada 38 responden Guru Honorer SMK Muhammadiyah Lumajang. Teknis analisis penelitian ini adalah regresi linier berganda. Hasil penelitian variabel motivasi tidak berpengaruh secara signifikan terhadap kinerja guru, variabel kompensasi tidak berpengaruh secara signifikan terhadap kinerja guru sedangkan variabel Kedisiplinan berpengaruh signifikan terhadap kinerja guru. Kedisiplinan secara simultan berpengaruh signifikan pada kinerja pegawai. Berdasarkan hasil uji Koefisien determinasi di atas dapat diketahui koefisien determinasi (R^2) sebesar 0,491 (49,1%). Hal ini menunjukkan bahwa 49,1% kinerja guru SMK Muhammadiyah Lumajang secara bersama – sama dipengaruhi oleh variabel motivasi, kompensasi, dan disiplin. Sedangkan 50,9% dipengaruhi oleh variabel lain yang tidak dimasukkan oleh peneliti kedalam penelitian ini.

Kata kunci : Motivasi, kompensasi, Disiplin

ABSTRACT

Human resource management is a science to regulate employees or teachers in developing human potential and their organizations in a series of processes, planning, organizing, directing and supervising procurement, maintenance, and termination as an effort to develop human activities in achieving organizational goals effectively and efficiently. The purpose of this study was to determine the motivation, compensation and discipline partially or simultaneously on teacher performance. So this study takes the title of the influence of motivation, compensation, and discipline on teacher performance at SMK Muhammadiyah Lumajang. This research was conducted by distributing questionnaires to 38 respondents of Honorary Teachers at SMK Muhammadiyah Lumajang. Technical analysis of this research is multiple linear regression. The results of the study of motivational variables did not significantly affect teacher performance, the compensation variable did not significantly affect teacher performance, while the Discipline variable had a significant effect on teacher performance. Discipline simultaneously has a significant effect on employee performance. Based on the results of the coefficient of determination test above, it can be seen that the coefficient of determination (R^2) is 0.491 (49.1%). This shows that 49.1% of teachers' performance at SMK Muhammadiyah Lumajang is jointly influenced by the variables of motivation, compensation, and discipline. Meanwhile, 50.9% was influenced by other variables that were not included by the researcher in this study.

Keywords: Motivation, Compensation, Discipline

