

ABSTRAK

PENGARUH DISIPLIN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA GURU (STUDI SURVEY DI SMA PGRI CICALENGKA)

Aspek disiplin kerja dan motivasi kerja merupakan faktor penting yang memengaruhi pencapaian kinerja guru dalam menciptakan proses pembelajaran yang optimal. Penelitian ini bertujuan untuk mengetahui, mendeskripsikan, dan menganalisis pengaruh disiplin kerja dan motivasi kerja terhadap kinerja guru di SMA PGRI Cicalengka. Penelitian ini menggunakan metode analisis deskriptif dan verifikatif. Populasi dalam penelitian ini adalah seluruh guru di SMA PGRI Cicalengka dengan jumlah sampel sebanyak 62 responden. Metode analisis yang digunakan adalah regresi linier berganda dengan taraf signifikansi 5%. Berdasarkan hasil penelitian secara parsial, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja guru sebesar 32,5% dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja guru dengan kontribusi sebesar 61,2%, sedangkan sisanya 38,8% dipengaruhi oleh variabel lain di luar penelitian ini. Penelitian ini merupakan studi pertama yang dilakukan di SMA PGRI Cicalengka tahun 2025.

Kata kunci: Disiplin kerja, Motivasi kerja, Kinerja guru

ABSTRACT

THE INFLUENCE OF WORK DISCIPLINE AND WORK MOTIVATION ON TEACHER PERFORMANCE AT SMA PGRI CICALENGKA

Aspect of work discipline and work motivation are crucial influencing teacher performance in achieving optimal learning processes. This study aims to identify, describe, and analyze the influence of work discipline and work motivation on teacher performance at SMA PGRI Cicalengka. The research employed descriptive and verificative analysis methods. The population consisted of all teachers at SMA PGRI Cicalengka, with a total sample of 62 respondents. The analytical method used was multiple linear regression at a significance level of 5%. The results showed that partially, work discipline had a positive and significant effect on teacher performance by 32.5%, and work motivation also had a positive and significant effect by 28.7%. Simultaneously, work discipline and work motivation had a positive and significant influence on teacher performance with a combined contribution of 61.2%, while the remaining 38.8% was influenced by other variables outside of this study. This research is the first study conducted at SMA PGRI Cicalengka in 2025.

Keywords: Work Discipline, Work Motivation, Teacher Performance