

ABSTRAK

Pengaruh Kompensasi dan Disiplin Kerja Terhadap Kinerja Guru SMK PGRI Bandung

Kompensasi dan disiplin kerja merupakan dua faktor penting yang memengaruhi kinerja guru. Kinerja guru yang optimal akan mendukung peningkatan kualitas pendidikan dan pencapaian tujuan sekolah. Penelitian ini bertujuan untuk mengetahui gambaran kompensasi, disiplin kerja, serta kinerja guru, serta menganalisis pengaruh kompensasi dan disiplin kerja terhadap kinerja guru di SMK PGRI Bandung.

Penelitian ini menggunakan metode kuantitatif dengan pendekatan deskriptif dan asosiatif. Sampel penelitian terdiri atas guru SMK PGRI Bandung yang pilih dengan teknik sampling jenuh. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan regresi linier berganda, analisis korelasi, serta koefisien determinasi.

Hasil penelitian menunjukkan bahwa kompensasi, disiplin kerja, dan kinerja guru berada pada kategori “cukup baik”, meskipun masih ditemukan beberapa indikator yang memerlukan perhatian. Secara parsial, kompensasi berpengaruh positif signifikan terhadap kinerja guru, sementara disiplin kerja juga memberikan pengaruh positif yang signifikan. Secara simultan, kompensasi dan disiplin kerja memiliki pengaruh yang kuat terhadap kinerja guru. Temuan ini menegaskan bahwa peningkatan sistem kompensasi yang adil serta penerapan disiplin kerja yang konsisten sangat penting untuk meningkatkan kinerja guru di SMK PGRI Bandung.

Kata kunci: Kompensasi, Disiplin Kerja, Kinerja Guru

ABSTRACT

The Influence of Compensation and Work Discipline on Teacher Performance at SMK PGRI Bandung

Compensation and work discipline are two important factors that influence teacher performance. Optimal teacher performance supports the improvement of education quality and the achievement of school goals. This study aims to describe compensation, work discipline, and teacher performance, as well as to analyze the influence of compensation and work discipline on teacher performance at SMK PGRI Bandung.

This research uses a quantitative method with descriptive and associative approaches. The sample consists of teachers at SMK PGRI Bandung selected using a saturated sampling technique. Data were collected through questionnaires and analyzed using multiple linear regression, correlation analysis, and the coefficient of determination.

The results show that compensation, work discipline, and teacher performance fall into the “fair” category, although several indicators still require attention. Partially, compensation has a significant positive effect on teacher performance, while work discipline also has a significant positive influence. Simultaneously, compensation and work discipline have a strong effect on teacher performance. These findings emphasize that improving a fair compensation system and applying consistent work discipline are essential to enhancing teacher performance at SMK PGRI Bandung.

Keywords: Compensation, Work Discipline, Teacher Performance