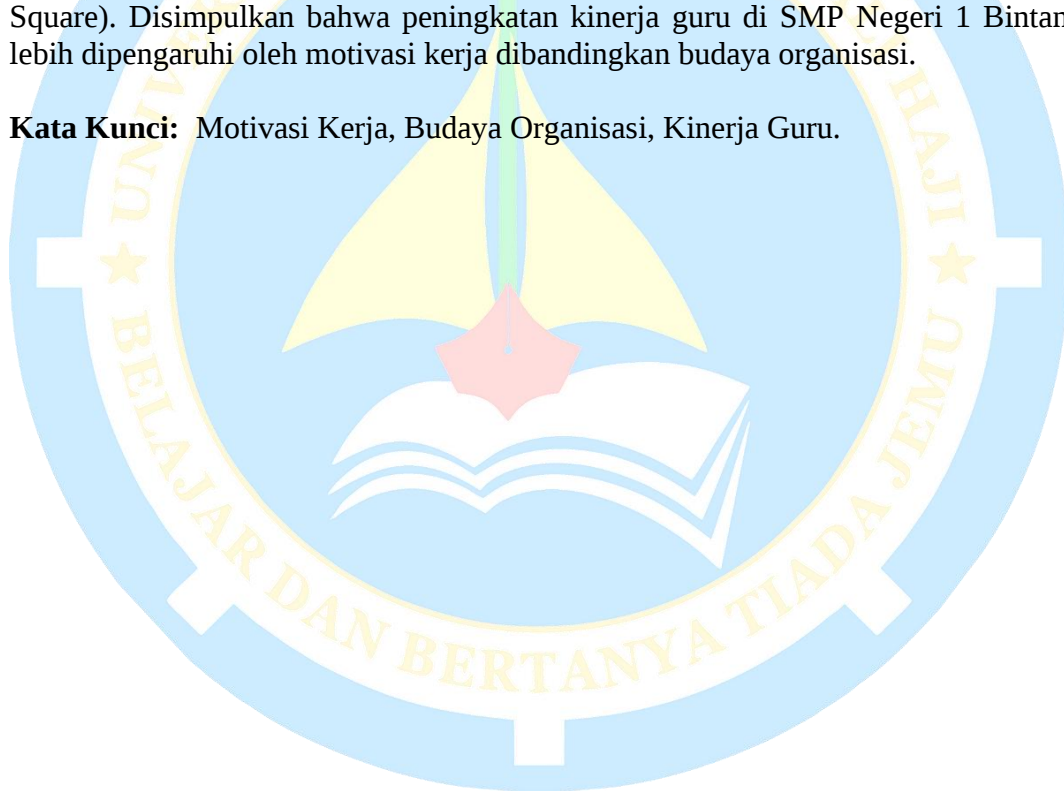


ABSTRAK

Kinerja guru merupakan salah satu faktor penting dalam menentukan keberhasilan proses pembelajaran dan pencapaian tujuan pendidikan. Kinerja guru dipengaruhi oleh berbagai faktor, di antaranya motivasi kerja dan budaya organisasi. Oleh karena itu, penelitian ini bertujuan untuk menganalisis pengaruh motivasi kerja dan budaya organisasi terhadap kinerja guru, baik secara parsial maupun simultan. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian eksplanatori. Populasi penelitian berjumlah 42 guru SMP Negeri 1 Bintan, dengan teknik sampel jenuh sehingga seluruh populasi dijadikan sampel. Data dikumpulkan melalui kuesioner skala Likert dan dianalisis menggunakan regresi linear berganda, uji t, uji F, serta koefisien determinasi (R^2). Hasil penelitian menunjukkan bahwa motivasi kerja berpengaruh positif dan signifikan terhadap kinerja guru, sedangkan budaya organisasi tidak berpengaruh signifikan terhadap kinerja guru. Secara simultan, motivasi kerja dan budaya organisasi berpengaruh signifikan terhadap kinerja guru dengan kontribusi sebesar 78,7% (Adjusted R Square). Disimpulkan bahwa peningkatan kinerja guru di SMP Negeri 1 Bintan lebih dipengaruhi oleh motivasi kerja dibandingkan budaya organisasi.

Kata Kunci: Motivasi Kerja, Budaya Organisasi, Kinerja Guru.



ABSTRACT

Teacher performance is an important factor in determining the success of the learning process and the achievement of educational goals. Teacher performance is influenced by various factors, including work motivation and organizational culture. Therefore, this study aims to analyze the influence of work motivation and organizational culture on teacher performance, both partially and simultaneously. This study employed a quantitative approach using an explanatory research design. The population consisted of 42 teachers at SMP Negeri 1 Bintan, and a saturated sampling technique was applied so that the entire population was selected as the sample. Data were collected using a Likert-scale questionnaire and analyzed through multiple linear regression, t-test, F-test, and the coefficient of determination (R^2). The results indicate that work motivation has a positive and significant effect on teacher performance, whereas organizational culture has no significant effect. Simultaneously, work motivation and organizational culture significantly influence teacher performance, contributing 78.7% (Adjusted R Square). The study concludes that improving teacher performance at SMP Negeri 1 Bintan is more strongly influenced by work motivation than by organizational culture.

Keywords: Work Motivation; Organizational Culture; Teacher Performance

