

ABSTRAK

Nama : Miftahul Hidayah Pramilu
Program Studi : Manajemen
Judul : Pengaruh Motivasi dan Disiplin Kerja dalam meningkatkan kinerja sumberdaya sekolah (Tenaga pengajar, Staff Tata Usaha dan Karyawan) di SMA Negeri 2 Klari.

Penelitian ini bertujuan untuk (1) mencari, mengetahui, menganalisis kondisi motivasi kerja pada SMA Negeri 2 Klari. (2) mencari, mengetahui menganalisis kondisi disiplin kerja pada SMA Negeri 2 Klari. (3) mencari, mengetahui, menganalisis kondisi kinerja sumberdaya sekolah.(4) Mengetahui hubungan antara motivasi kerja dengan disiplin kerja sumberdaya sekolah.(5) Mengetahui pengaruh parsial motivasi kerja terhadap kinerja sumberdaya sekolah.(6) mengetahui pengaruh parsial disiplin kerja terhadap kinerja sumberdaya sekolah. (7) mengetahui pengaruh simultan motivasi dan disiplin kerja dalam meningkatkan kinerja sumberdaya sekolah. Penelitian ini dilakukan dengan menggunakan metode deskriptif dan verifikatif berdasarkan hasil analisis deskriptif kondisi motivasi kerja, disiplin kerja dan kinerja sumberdaya sekolah dalam keadaan baik. Berdasarkan hasil uji verifikatif terdapat hubungan yang kuat dan positif antara motivasi dengan disiplin kerja. Terdapat pengaruh parsial motivasi kerja terhadap kinerja sumberdaya sekolah dimana diperoleh hasil nilai t hitung sebesar 4.742 dengan taraf signifikan sebesar 0.000. terdapat pengaruh parsial negatif disiplin kerja terhadap kinerja secara tidak signifikan dengan nilai t hitung sebesar -0.575, dengan taraf signifikan sebesar 0.568. Terdapat pengaruh simultan motivasi dan disiplin kerja dalam meningkatkan kinerja sumberdaya sekolah dengan nilai F hitung sebesar 11.245.

Kata Kunci : Motivasi kerja; Disiplin Kerja; Kinerja Sumberdaya sekolah.

ABSTRACT

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Study Program : Management
Title : The influence of motivation and work discipline in improving the performance of school resources (teaching staff, administrative staff and employees) at SMA Negeri 2 Klari*

This research aims to (1) find, find out, analyze the conditions of work motivation at SMA Negeri 2 Klari. (2) looking for, knowing, analyzing the conditions of work discipline at SMA Negeri 2 Klari. (3) find, find out, analyze the performance conditions of school resources. (4) Find out the relationship between work motivation and school resource work discipline. (5) Find out the partial influence of work motivation on the performance of school resources. (6) find out the partial influence of work discipline on performance school resources. (7) determine the simultaneous influence of motivation and work discipline in improving the performance of school resources. This research was conducted using descriptive and verification methods based on the results of a descriptive analysis of the condition of work motivation, work discipline and the performance of school resources in good condition. Based on the results of the verification test, there is a strong and positive relationship between motivation and performance, while there is no strong influence between work discipline and the performance of school resources. There is a partial influence of motivation in improving the performance of school resources where the calculated t value is 4.742 with a significance level of 0.000 which is smaller than 0.05. Meanwhile, there is a partial negative effect of work discipline on performance which is not significant, where the calculated t value is -0.575, with a significance level of 0.568 which is greater than 0.05. There is a simultaneous influence of motivation and work discipline in improving the performance of school resources, the calculated F value is 11,245.

Keywords: Motivation work; Work Discipline; School Resource Performance