PENGARUH KEDISIPLINAN KERJA, LINGKUNGAN KERJA, DAN PENGALAMAN KERJA TERHADAP KINERJA GURU PADA SEKOLAH YAYASAN LP MA'ARIF TINGKAT SMP/MTs DI KECAMATAN NGLUWAR

ABSTRAK

Adapun tujuan dari penelitian ini yaitu untuk mengetahui tentang pengaruh kedisiplinan kerja, lingkungan kerja, dan pengalaman kerja secara parsial dan simultan terhadap kinerja guru pada sekolah yayasan LP Ma'arif tingkat SMP/MTs di Kecamatan Ngluwar. Metode analisis yang digunakan adalah metode deskriptif kuantitatif dengan pendekatan regresi berganda dan menggunakan program SPSS. berdasarkan hasil data persamaan analisis, regresi yang diperoleh adalah $Y = 0{,}021 + 0.621.X_1 + 0.317.X_2 + 0{,}047.X_3$. berdasarkan pengujian hipotesis menggunakan uji t bahwa variabel kedisiplinan kerja secara parsial berpengaruh signifikan terhadap kinerja guru, variabel lingkungan kerja secara parsial berpengaruh signifikan terhadap kinerja guru, sedangkan variabel pengalaman kerja secara parsial tidak berpengaruh signifikan terhadap kinerja guru. Hasil penelitian secara simultan dengan menggunakan uji F, menunjukkan bahwa semua variabel bebas berpengaruh secara signifikan terhadap kinerja guru. Nilai Adjusted R Square sebesar 0,607 yang dapat di artikan bahwa pengaruh variabel X (Kedisiplinan kerja, lingkungan kerja, dan pengalaman kerja) terhadap variabel Y (kinerja guru) adalah sebesar 60,7% sedangkan sisanya 39,3% di pengaruhi variabel lain diluar variabel yang di teliti.

Kata Kunci: Kedisiplinan Kerja, Lingkungan Kerja, Pengalaman Kerja, Dan Kinerja Guru

THE INFLUENCE OF WORK DISCIPLINE, WORK ENVIRONMENT, AND WORK EXPERIENCE ON TEACHER PERFORMANCE AT THE LP MA'ARIF FOUNDATION SCHOOL FOR SMP/MTS LEVEL IN NGLUWAR DISTRICT

ABSTRACT

The purpose of this study is to find out about the effect of work discipline, work environment, and work experience partially and simultaneously on teacher performance at the LP Ma'arif foundation school at the SMP/MTs level in Ngluwar District. The purpose of this study is to find out about the effect of work discipline, work the analytical method used is descriptive quantitative method with multiple regression approach and using SPSS program. Based on the results of the data analysis equation, the regression obtained is Y = 0.021 + 0.621 X1 + 0.317 X2 + 0.047 X3. Based on hypothesis testing using the t test that the work discipline variable partially has a signidicant effect on teacher performance, the work environment variable partially has a signifivcant effect on teacher performance, while the work experience variable partially has no signifikan effect on teacher performance. The results of the study simultaneously using the F test, showed that all independent variables had a significant effect on teacher performance. The value of Adjusted R Square is 0.607, which means that the effect of variable X (work discipline, work environment, and work experience) on variable Y (teacher performance) is 60.7% while the remaining 39.3% is influenced by other variables beyond the variables studied.

Keywords : Work Discipline, Work Environment, Work Experience, And Teacher Performance