

ABSTRAK

PENGARUH DISIPLIN KERJA, KOMPENSASI, DAN LINGKUNGAN KERJA TERHADAP KINERJA GURU

Studi Pada Guru SMK Negeri 1 Samigaluh

Natalia Desi Ayu Pertiwi
Universitas Sanata Dharma
Yogyakarta
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Penelitian ini bertujuan untuk mengetahui : 1) Pengaruh disiplin kerja, kompensasi dan lingkungan kerja terhadap kinerja guru. 2) Pengaruh disiplin kerja terhadap kinerja guru. 3) Pengaruh kompensasi terhadap kinerja karyawan guru. 4) Pengaruh lingkungan kerja terhadap kinerja guru. Populasi dalam penelitian ini meliputi seluruh guru yang bekerja di SMK Negeri 1 Samigaluh Kulon Progo. Teknik pengambilan sampel dalam penelitian ini menggunakan *non probability sampling* dengan pendekatan *sampling jenuh*. Data yang diperoleh dengan membagikan kuesioner tentang disiplin kerja, kompensasi, lingkungan kerja, dan kinerja guru kepada 35 responden yang menjadi sampel dalam penelitian ini. Dalam penelitian ini analisis data yang digunakan adalah teknik analisis data deskriptif, uji instrumen, analisis regresi linear berganda, uji asumsi klasik, uji hipotesis, dan koefisien determinasi (R^2) dengan pengolahan data menggunakan *software SPSS 25*. Hasil penelitian ini menunjukkan bahwa: 1) disiplin kerja, kompensasi, dan lingkungan kerja secara simultan berpengaruh terhadap kinerja guru. 2) disiplin kerja berpengaruh positif terhadap kinerja guru. 3) kompensasi tidak berpengaruh positif terhadap kinerja guru. 4) lingkungan kerja berpengaruh positif terhadap kinerja guru.

Kata kunci: disiplin kerja, kompensasi, lingkungan kerja, dan kinerja guru.

ABSTRACT
THE INFLUENCE OF WORK DISCIPLINE,
COMPENSATION AND WORK ENVIRONMENT ON
TEACHER PERFORMANCE

Study on 1 Vocational High School Samigaluh's teacher

Natalia Desi Ayu Pertiwi Universitas
Sanata Dharma Yogyakarta
2023

This study aims to determine: 1) The effect of work discipline, compensation, and work environment on teacher performance. 2) The effect of work discipline on teacher performance. 3) The effect of compensation on the performance of teacher employees. 4) The influence of the work environment on teacher performance. The population in this study included all teachers working at SMK Negeri 1 Samigaluh Kulon Progo. The sampling technique in this study used non-probability sampling with a saturated sampling approach. Data was obtained by distributing questionnaires about work discipline, compensation, work environment, and teacher performance to the 35 respondents who were the sample in this study. In this research, the data analysis used was descriptive data analysis technique, instrument test, multiple linear regression analysis, classical assumption test, hypothesis test, and coefficient of determination (R^2) with data processing using SPSS 25 software. The results of this study indicate that: 1) work discipline, compensation, and work environment simultaneously affect teacher performance. 2) work discipline has a positive effect on teacher performance. 3) compensation has no positive effect on teacher performance. 4) the work environment has a positive effect on teacher performance.

Keywords: work discipline, compensation, work environment, and teacher performance.