

ABSTRACT

Improving the performance of teachers in vocational education institutions in Pelita Nusantara 1 Semarang only conceivable substantially if the factors that influence can be identified scientifically, both quantitatively. Factors closely related to teacher performance SMK Pelita Nusantara 1 Semarang are : motivation, individual characteristics and job satisfaction.

This research was conducted in January 2011 in SMK Pelita Nusantara 1 Semarang, with the research object is the master that has 45 people. The data was collected by distributing questionnaires to all teachers. In testing the research hypotheses, the author using by SPSS 13 (Statistical Product and Service Solutions) to examine the validity and reliability, the classical assumption deviation, multiple regression, t-test and F-test and coefficient of determination (R²). Validity and reliability of test results, obtained that points worth of questions in the questionnaire used.

Results indicated that motivation variable (p=0.004), characteristics of education (p=0.001), characteristics of work period (p=0.001) and job satisfaction (p=0.001) had significant positive influence on teacher performance, while variable age characteristics (p=0.399), characteristics sex (p=0.198) and characteristics marital status (p=0.672) only has positive but insignificant. Simultaneously, four independent variables had significant influence on teacher performance.

Keywords : Motivation, Individual Characteristics, Job Satisfaction and Performance

ABSTRAK

Peningkatan kinerja guru pada institusi pendidikan di SMK Pelita Nusantara 1 Semarang hanya mungkin terlaksana secara bermakna apabila faktor- faktor yang mempengaruhi dapat diidentifikasi secara ilmiah, baik secara kualitatif maupun kuantitatif. Faktor yang erat kaitannya dengan kinerja guru SMK Pelita Nusantara 1 Semarang adalah motivasi, karakteristik individu dan kepuasan kerja.

Penelitian ini dilaksanakan pada bulan Januari 2011 di SMK Pelita Nusantara 1 Semarang, dengan obyek penelitian adalah seluruh guru berjumlah 45 orang. Pengumpulan data dilakukan dengan menyebarkan daftar pertanyaan ke seluruh guru. Dalam menguji hipotesis penelitian, penulis menggunakan program SPSS 13 (Statistical Product and Service Solutions) untuk menguji validitas dan reliabilitas, penyimpangan asumsi klasik, regresi berganda, uji-T dan uji-F serta koefisien determinasi (R²). Hasil uji validitas dan reliabilitas diperoleh bahwa butir – butir pertanyaan dalam kuesioner layak digunakan.

Hasil penelitian menunjukkan bahwa variabel motivasi (p=0.004), karakteristik pendidikan (p=0.001), karakteristik masa kerja (p=0.001) dan kepuasan kerja (p=0.001) mempunyai pengaruh positif yang signifikan terhadap kinerja guru, sedangkan variabel karakteristik umur (p=0.399), karakteristik jenis kelamin (p=0.198) dan karakteristik status perkawinan (p=0.672) hanya berpengaruh positif namun tidak signifikan. Secara simultan keempat variabel bebas berpengaruh sangat signifikan terhadap kinerja guru.

Kata kunci : Motivasi, Karakteristik Individu, Kepuasan Kerja dan Kinerja