

## ABSTRACT

### INFLUENCE OF INTERPERSONAL COMMUNICATIONS, ORGANIZATIONAL COMMITMENT AND ACHIEVEMENT MOTIVATION ON THE TEACHER PERFORMANCE OF PRIVATE VOCATIONAL EDUCATION HIGH SCHOOL IN METRO CITY

By

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The problem in this research is the influence of interpersonal communication, organizational commitment and achievement motivation on the performance of Private Vocational High School teacher in Metro City. The purpose of this research is to investigate and analyze the influence of interpersonal communication, organizational commitment and achievement motivation on the performance of teachers in the Private Vocational High School in Metro City

This research is a quantitative approach to causal comparative (ex post facto). Technique of data collecting is done through kuesoner with a sample of 100 people and 128 item questions. Hypothesis testing using simple linear regression analysis and multiple regression analysis by F test and t test with a view to determine the effect of independent variables on the dependent variable at 95% confidence level ( $\alpha = 0.05$ )

The results showed that: (a) interpersonal communication teachers have positive influence on the performance of private vocational school teachers in Metro City with a regression coefficient of  $X_1$  for 0671, supported by the t value 6.675 while t table 2,000 or  $6.675 > 2,000$ ) with significance  $0.000 < 0.05$ . (b) The commitment of the organization has positive influence on the performance of the private vocational school teachers in Metro City with a regression coefficient of  $X_2$  for 0688, supported by the t value 24.113 while t table 2,000 or  $(24.113 > 2000)$  with significance  $0.000 < 0.05$ . (c) Achievement motivation positive effect on the performance of private vocational school teachers in Metro City with a regression coefficient of  $X_3$  for 0693, supported by the t value 8.371 while t table 2,000 or  $(8.371 > 2,000)$  with significance  $0.000 < 0.05$ . (d) Interpersonal communication, organizational commitment and achievement motivation affect the performance of private vocational school teachers in Metro City with a calculated F value 98.062 while the F table at  $\alpha 5\%$  ( $(nk-1), (k-1)$  or  $(100-1); (4-1)$  of 3.96, or  $98.062 > 3.96$ .

Key words: interpersonal communication, achievement motivation, organizational commitment, performance, private vocational high education school in Metro City