

ABSTRACT

EFFECT OF COMPENSATION, WORKING CLIMATE AND WORKING MOTIVATION PHYSICAL EDUCATION TEACHER TO PERFORMANCE SMP IN BANDAR LAMPUNG

BY

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The purpose of this study was to determine and analyze the effect of compensation, working climate and working motivation on the performance of physical education teachers in Bandar Lampung SMP either partially or simultaneously.

This research is a quantitative approach, by taking a sample of 60 physical education teachers in Bandar Lampung. Data was collected by questionnaire. Analysis of data using path analysis.

The results of this study indicate that there is significant influence; (1) compensation for work motivation of teachers (2) the working climate on the motivation of the teacher's performance (3) compensation directly on teacher performance (4) work environment directly on teacher performance (5) motivation to work directly on teacher performance (6) compensation the performance of teachers through work motivation of teachers (7) working climate on teacher performance through work motivation of teachers (8) compensation and climate work together on work motivation of teachers (9) compensation, work climate, and motivation to work together to junior high school physical education teacher performance of Bandar Lampung, this means that if the compensation is applied and implemented, executed correctly working climate and work motivation are applied with the correct procedure then the teacher's performance will also increase.

Keywords: compensation, working climate, motivation, teacher performance, physical education

ABSTRAK

PENGARUH KOMPENSASI, IKLIM KERJA DAN MOTIVASI KERJA TERHADAP KINERJA GURU PENJASKES SMP DI BANDAR LAMPUNG

Oleh

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh kompensasi, iklim kerja, dan motivasi kerja terhadap kinerja guru Penjaskes SMP di Bandar Lampung baik secara parsial maupun secara simultan.

Jenis penelitian ini adalah pendekatan kuantitatif, dengan mengambil sampel 60 guru Penjaskes di Bandar Lampung. Pengumpulan data dilakukan dengan kuesioner. Analisis data menggunakan analisis jalur (*path analysis*).

Hasil penelitian ini menunjukkan bahwa terdapat pengaruh yang signifikan; (1) kompensasi terhadap motivasi kerja guru (2) iklim kerja terhadap motivasi kinerja guru (3) kompensasi secara langsung terhadap kinerja guru (4) iklim kerja secara langsung terhadap kinerja guru (5) motivasi kerja secara langsung terhadap kinerja guru (6) kompensasi terhadap kinerja guru melalui motivasi kerja guru (7) iklim kerja terhadap kinerja guru melalui motivasi kerja guru (8) kompensasi dan iklim kerja secara bersama-sama terhadap motivasi kerja guru (9) kompensasi, iklim kerja, dan motivasi kerja secara bersama-sama terhadap kinerja guru Penjaskes SMP Kota Bandar Lampung, hal ini bermakna bahwa apabila kompensasi diterapkan dan dilaksanakan dengan baik, iklim kerja dilaksanakan dengan benar dan motivasi kerja diterapkan dengan prosedur yang benar maka kinerja guru juga akan mengalami peningkatan.

Kata Kunci: kompensasi, iklim kerja, motivasi kerja, kinerja guru, penjaskes