

## ABSTRAK

### PENGARUH KUALITAS KEHIDUPAN KERJA DAN KEPUASAN KERJA TERHADAP KINERJA GURU MELALUI MOTIVASI KERJA PADA GURU SMA NEGERI SUB RAYONSEPUTIH BANYAK LAMPUNG TENGAH TAHUN 2020/2021

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Tujuan penelitian ini adalah untuk menguji pengaruh kualitas kehidupan kerja dan kepuasan kerja terhadap kinerja guru melalui motivasi kerja guru. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis *ex post facto* dan pengambilan populasi berjumlah 93 guru dan sampel 75 guru dengan teknik pengambilan sampel adalah *probability sampling* yang menggunakan *ClusterRandom Sampling*. Data dikumpulkan menggunakan kuisioner dan analisis data menggunakan deskripsi statistik, regresi sederhana, regresi berganda dan analisis jalur. Berdasarkan analisis data diperoleh hasil sebagai berikut: (1) Terdapat pengaruh positif dan signifikan kualitas kehidupan kerja terhadap motivasi kerja, (2) Terdapat pengaruh positif dan signifikan kepuasan kerja terhadap motivasi kerja, (3) Terdapat pengaruh positif dan signifikan motivasi kerja terhadap kinerja guru, (4) Terdapat pengaruh positif dan signifikan kualitas kehidupan kerja dan kepuasan kerja terhadap motivasi kerja, (5) Terdapat pengaruh positif dan signifikan kualitas kehidupan kerja dan kepuasan kerja terhadap kinerja guru (6) Terdapat pengaruh positif dan signifikan kualitas kehidupan kerja dan motivasi kerja terhadap kinerja guru (7) Terdapat pengaruh positif dan signifikan kepuasan kerja dan motivasi kerja terhadap kinerja guru (8) Terdapat pengaruh positif dan signifikan kualitas kehidupan kerja, kepuasan kerja dan motivasi kerja terhadap kinerja guru (9) Terdapat pengaruh positif dan signifikan kualitas kehidupan kerja dan kepuasan kerja terhadap kinerja guru melalui motivasi kerja guru.

**Kata kunci:** kinerja guru, kualitas kehidupan kerja, kepuasan kerja, motivasi

## **ABSTRACT**

### **THE EFFECT OF QUALITY OF WORK LIFE AND JOB SATISFACTION ON TEACHER PERFORMANCE THROUGH WORK MOTIVATION AT TEACHER OF SMA SUB RAYON SEPUTIH BANYAK LAMPUNG TENGAH 2020/2021**

**By**

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The purpose of this study was to examine the effect of quality of work life and job satisfaction on teacher performance through teacher work motivation. This study uses a quantitative approach with ex post facto type and the population is 93 teachers and a sample of 75 teachers. The sampling technique is probability sampling using Cluster Random Sampling. Data were collected using questionnaires and data analysis using statistical descriptions, simple regression, multiple regression and path analysis. Based on the data analysis, the following results were obtained: (1) There is a positive and significant influence on the quality of work life on work motivation, (2) There is a positive and significant effect of job satisfaction on work motivation, (3) There is a positive and significant influence on work motivation on teacher performance. , (4) There is a positive and significant influence on the quality of work life and job satisfaction on work motivation, (5) There is a positive and significant influence on the quality of work life and job satisfaction on teacher performance (6) There is a positive and significant influence on the quality of work life and work motivation on teacher performance (7) There is a positive and significant effect of job satisfaction and work motivation on teacher performance (8) There is a positive and significant influence on the quality of work life, job satisfaction and work motivation on teacher performance (9) There is a positive and significant influence on the quality of work life and job satisfaction on teacher performance through through teacher work motivation.

**Key words** : teacher performance, quality of work life, job satisfaction, work motivation