ABSTRAK

PENGARUH MOTIVASI TERHADAP KINERJA TENAGA PENGAJAR DENGAN MEDIASI DISIPLIN KERJA (STUDI PADA TENAGA PENGAJAR BRAIN ACADEMY *BY* RUANGGURU)

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Penelitian ini bertujuan untuk menganalisis serta mengetahui pengaruh langsung dan tidak langsung antara motivasi terhadap kinerja tenaga pengajar melalui disiplin kerja sebagai variabel mediasi. Sampel yang digunakan sebanyak 110 tenaga pengajar Brain Academy seluruh Indonesia. Penelitian ini menggunakan teknik *Structural Equation Modeling (SEM)*, melalui program *AMOS (Analysis of Moment Structure).* Hasil dari penelitian ini antara lain; motivasi kerja berpengaruh positif dan signifikan terhadap kinerja tenaga pengajar, motivasi kerja berpengaruh positif signifikan terhadap disiplin kerja tenaga, disiplin kerja berpengaruh positif signifikan terhadap kinerja tenaga pengajar, dan motivasi kerja berpengaruh terhadap kinerja tenaga pengajar melalui mediasi disiplin kerja.

Kata Kunci: Brain Academy, Disiplin, Kinerja, Motivasi.

ABSTRACT

**THE INFLUENCE OF MOTIVATION ON TEACHING PERFORMANCE
WITH WORK DISCIPLINE MEDIATION
(STUDY OF BRAIN ACADEMY TEACHERS BY RUANGGURU)**

By

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This study aims to analyze and determine the direct and indirect effect of motivation on the performance of teaching staff through work discipline as a mediating variable. The sample used was 110 Brain Academy teaching staff throughout Indonesia. This study uses the Structural Equation Modeling (SEM) technique, through the AMOS (Analysis of Moment Structure) program. The results of this study include; work motivation has a positive and significant effect on the performance of the teaching staff, work motivation has a significant positive effect on the work discipline of the staff, work discipline has a significant positive effect on the performance of the teaching staff, and work motivation has an effect on the performance of the teaching staff through the mediation of work discipline.

Keywords: Brain Academy, Discipline, Performance, Motivation.