

ABSTRACT

Fadli Gunawan, 19101155310308, majoring in management in 2019, the influence of organizational commitment and work ethic on teacher performance with communication as an intervening variable, under the guidance of Mr. Robby Dharma, S.E., M.M and Mrs. Nila Pratiwi, S.HI., M.M. This study aims to determine how much influence organizational commitment and work ethic have on teacher performance with communication as an intervening variable for MAN 1 Sijunjung teachers. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By circulating the questionnaire as many as 51 respondents. The results of the data analysis concluded that there was a positive and significant influence on organizational commitment to communication. There is a positive and significant effect of work ethic on communication. There is a positive and significant influence of organizational commitment on teacher performance. There is a positive and insignificant effect of work ethic on teacher performance. There is a positive and significant influence of communication on teacher performance. There is a positive and significant influence of organizational commitment on teacher performance through communication. There is a positive and significant effect of work ethic on teacher performance with communication as an intervening variable.

Keywords: Organizational Commitment, Work Ethics, Teacher Performance, and Communication.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh komitmen organisasi dan etos kerja terhadap kinerja guru dengan komunikasi sebagai variabel intervening pada guru MAN 1 Sijunjung. Metode yang digunakan adalah *Structur Equation Modeling* (SEM) dengan *Partial Least Square* (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 51 responden. Hasil analisis data menyimpulkan, terdapat pengaruh positif dan signifikan komitmen organisasi terhadap komunikasi. Terdapat pengaruh positif dan signifikan etos kerja terhadap komunikasi. Terdapat pengaruh positif dan signifikan komitmen organisasi terhadap kinerja guru. Terdapat pengaruh positif dan tidak signifikan etos kerja terhadap kinerja guru. Terdapat pengaruh positif dan signifikan komunikasi terhadap kinerja guru. Terdapat pengaruh positif dan signifikan komitmen organisasi terhadap kinerja guru melalui komunikasi. Terdapat pengaruh positif dan signifikan etos kerja terhadap kinerja guru dengan komunikasi sebagai variabel intervening.

Kata Kunci : Komitmen organisasi, Etos kerja, Kinerja Guru, dan Komunikasi.