

ABSTRAK

Perkembangan zaman telah mendorong banyak perubahan dalam lingkungan masyarakat, termasuk di kalangan Sekolah Menengah Kejuruan di Indonesia. Adanya pelatihan dan motivasi, diharapkan guru akan lebih paham dengan dunia kerja, dapat mengembangkan kompetensi dan kepribadiannya, penampilan kerja individu, mengembangkan karir, sehingga guru akan menjadi berkompeten. Kemudian bagaimana pola komitmen organisasi yang di terapkan dan fasilitas kerja agar dapat memberikan ilmu pengetahuan yang optimal kepada murid-murid yang diajar. Penelitian ini bertujuan untuk mengetahui dan berusaha menganalisis Pengaruh Pelatihan Kerja dan Motivasi Kerja Terhadap Kinerja Guru Melalui Komitmen Organisasi di SMK Negeri 8 Padang. Penelitian ini adalah model *Structural Equation Modeling* (SEM) dengan alat bantu analisis SmartPLS 4.1.0.9. populasi dan sampel penelitian adalah guru di SMK Negeri 8 Padang yang berjumlah 92 orang. Hasil penelitian menemukan Terdapat pengaruh positif dan tidak signifikan antara Pelatihan Kerja terhadap Komitmen Organisasi di SMK Negeri 8 Padang. Terdapat pengaruh positif dan signifikan antara Motivasi Kerja terhadap Komitmen Organisasi pada SMK Negeri 8 Padang. Terdapat pengaruh positif dan signifikan antara Pelatihan Kerja Terhadap Kinerja Guru di SMK Negeri 8 Padang. Terdapat pengaruh positif dan signifikan antara Motivasi Kerja Terhadap Kinerja Guru di SMK Negeri 8 Padang. Terdapat pengaruh positif dan signifikan antara Komitmen Organisasi Terhadap Kinerja Guru di SMK Negeri 8 Padang. Komitmen Organisasi tidak memediasi antara Pelatihan Kerja Terhadap Kinerja Guru pada SMK Negeri 8 Padang. Komitmen Organisasi memediasi antara Motivasi Kerja Terhadap Kinerja Guru di SMK Negeri 8 Padang.

Kata Kunci : Pelatihan Kerja, Motivasi Kerja, Kinerja Guru, Komitmen Organisasi.

ABSTRACT

The development of the times has prompted many changes in the social environment, including among Vocational High Schools in Indonesia. With training and motivation, it is expected that teachers will better understand the world of work, can develop their competence and personality, individual work performance, develop careers, so that teachers will become competent. Then how is the pattern of organizational commitment applied and work facilities in order to provide optimal knowledge to the students being taught. This study aims to determine and try to analyze the Influence of Job Training and Work Motivation on Teacher Performance Through Organizational Commitment at SMK Negeri 8 Padang. This study is a Structural Equation Modeling (SEM) model with the help of SmartPLS 4.1.0.9 analysis tools. The population and sample of the study were teachers at SMK Negeri 8 Padang totaling 92 people. The results of the study found that there was a positive and insignificant influence between Job Training on Organizational Commitment at SMK Negeri 8 Padang. There was a positive and significant influence between Work Motivation on Organizational Commitment at SMK Negeri 8 Padang. There was a positive and significant influence between Job Training on Teacher Performance at SMK Negeri 8 Padang. There was a positive and significant influence between Work Motivation on Teacher Performance at SMK Negeri 8 Padang. There was a positive and significant influence between Organizational Commitment on Teacher Performance at SMK Negeri 8 Padang. Organizational Commitment did not mediate between Job Training on Teacher Performance at SMK Negeri 8 Padang. Organizational Commitment Mediates Between Work Motivation and Teacher Performance at SMK Negeri 8 Padang.

Keywords: *Job Training, Work Motivation, Teacher Performance, Organizational Commitment.*