

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh kompetensi, kompensasi dan pelatihan secara bersama-sama dan parsial terhadap motivasi guru. Variabel penelitian yaitu kompetensi (X_1), kompensasi (X_2), pelatihan (X_3), dan motivasi guru (Y). Metode pengumpulan data melalui survei dan mengedarkan kuesioner. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

Maka berdasarkan uji parsial (Uji t) diperoleh: (a) kompetensi berpengaruh positif dan signifikan terhadap motivasi guru. (b) kompensasi berpengaruh positif dan signifikan terhadap motivasi guru. (c) pelatihan berpengaruh positif dan signifikan terhadap motivasi guru. Kemudian berdasarkan uji hipotesis secara bersama-sama (Uji F) dapat diketahui bahwa kompetensi, kompensasi dan pelatihan berpengaruh positif dan signifikan terhadap motivasi guru. Dan berdasarkan uji koefisien Determinasi (R^2) yakni sebesar 0,600 atau 60%, hal ini menunjukkan bahwa besarnya persentase kontribusi variabel kompetensi, kompensasi dan pelatihan terhadap variabel motivasi guru menunjukkan pengaruh dan selebihnya dipengaruhi variabel lain.

Akhirnya penulis menyarankan agar pimpinan SLB Kota Padang dapat memperhatikan dan meningkatkan dalam hal kompetensi, kompensasi dan pelatihan terhadap motivasi guru agar dapat meningkatkan kinerja

Kata Kunci : Kompetensi, Kompensasi, Pelatihan Dan Motivasi Guru

ABSTRACT

This study aims to determine how much influence competence, compensation and training together and partially on teacher motivation. The research variables are competency (X1), compensation (X2), training (X3), and teacher motivation (Y). The method of collecting data through surveys and distributing questionnaires. The analytical method used is the validity and reliability test, multiple regression analysis, to test the hypothesis used is the t test and F test.

Then based on a partial test (t test) obtained: (a) competence has a positive and significant effect on teacher motivation. (b) compensation has a positive and significant effect on teacher motivation. (c) training has a positive and significant effect on teacher motivation. Then based on the joint hypothesis test (Test F) it can be seen that competence, compensation and training have a positive and significant effect on teacher motivation. And based on the coefficient of determination (R²) test that is equal to 0.600 or 60%, this shows that the large percentage of the contribution of the competency variable, compensation and training to the teacher motivation variable shows the effect and the rest is influenced by other variables.

Finally, the authors suggest that the Padang City SLB leaders can pay attention and improve in terms of competence, compensation and training of teacher motivation in order to improve performance

Keywords: Competence, Compensation, Teacher Training and Motivation