

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh Lingkungan Kerja, Budaya Organisasi dan Motivasi Kerja terhadap Kinerja Guru dengan Disiplin Kerja sebagai variabel intervening pada SMP N 1 Bonjol Kabupaten Pasaman. Metode pengumpulan data menggunakan kuesioner, dengan sampel 40 responden. Metode analisis data yang digunakan adalah analisis jalur.

Berdasarkan hasil penelitian menunjukkan bahwa (1) variabel Lingkungan Kerja dan variabel Motivasi Kerja berpengaruh positif dan tidak signifikan terhadap variabel Disiplin Kerja; (2) variabel Budaya Organisasi berpengaruh positif dan signifikan terhadap variabel Disiplin Kerja; (3) variabel Lingkungan Kerja dan Variabel Budaya Organisasi berpengaruh positif dan signifikan terhadap Variabel Kinerja Guru; (4) variabel Motivasi Kerja berpengaruh tidak signifikan terhadap variabel Kinerja Guru; (5) Disiplin Kerja tidak memediasi variabel Lingkungan Kerja dan variabel Budaya Organisasi terhadap variabel Kinerja Guru; (6) variabel Disiplin Kerja memediasi variabel Motivasi Kerja terhadap variabel Kinerja Guru. Kontribusi variabel Lingkungan kerja, Budaya Organisasi, Motivasi Kerja dan Disiplin Kerja berpengaruh sebesar 0,720 atau 72,0% sedangkan sisanya 28,0% dipengaruhi oleh variabel lain diluar penelitian ini.

Kata kunci: Lingkungan Kerja, Budaya Organisasi, Motivasi Kerja,

Disiplin Kerja dan Kinerja Guru

ABSTRACT

The purpose of this study was to determine how much influence the work environment, organizational culture and work motivation had on teacher performance with work discipline as an intervening variable at SMP N 1 Bonjol, Pasaman Regency. Methods of data analysis using a questionnaire, with a sample of 40 respondents. The data analysis method used is path analysis.

Based on the results of the study, it shows that (1) the work environment variable and work motivation variable have a positive and insignificant effect on the work discipline variable; (2) the organizational culture variable has a positive and significant effect on the work discipline variable; (3) Work Environment and Organizational Culture variables have a positive and significant effect on Teacher Performance Variables; (4) the variable of work motivation has no significant effect on the teacher's performance variable; (5) Work Discipline does not mediate the Work Environment variable and Organizational Culture variable on the Teacher Performance variable; (6) Work Discipline variable mediates Work Motivation variable on Teacher Performance variable. The contribution of the variables of work environment, organizational culture, work motivation and work discipline has an effect of 0.720 or 72.0% while the remaining 28.0% is influenced by other variables outside this study.

Based on the results of this study, it is expected that SMP N 1 Bonjol can improve teacher performance by increasing Work Discipline and Work Discipline will increase by improving the Work Environment, Organizational Culture and Work Motivation at SMP N 1 Bonjol through each indicator.

Keywords: *Work Environment, Organizational Culture, Work Motivation, Work Discipline and Teacher Performance*