

ABSTRAK

Fathania dwi susanti, 17101155310384, manajemen Fakultas ekonomi dan bisnis(2021). Pengaruh pengalaman kerja, *human relatiom*, pelatihan dan loyalitas kerja terhadap kinerja Guru pada guru Smk cersa pasaman. Pembimbing I Marta Widiarsari,SE,MM dan Pembimbing II Deni Saputra,SE,MM.

Penelitian ini bertujuan untuk mengetahui Pengalaman kerja, human relation, pelatihan Dan loyalitas kerja Pengaruhnya Terhadap Kinerja Pada Guru smk cersa pasaman. Penelitian dilakukan Pada SMK Cersa beralamat di Jl. Tuangku Sasak,Malasiro,kapa,Luhak Nan duo kabupaten pasaman,Sumatra Barat. Teknik pengumpulan data 1) penelitian lapangan(*field research*) penelitian lapangan(*field research*) adalah penelitian yang dilakukan dengan cara mendatangi langsung tempat yang menjadi objek yang bersangkutan melalui kuesioner. Populasi dalam penelitian ini sebanyak 37orang. Peneliti mengambil jumlah populasi tersebut menjadi sampel, sehingga sampel dalam penelitian ini sebanyak 37orang. Teknik analisis yang digunakan pada penelitian ini adalah regresi linear berganda. Hasil penelitian ini menunjukkan bahwa pengalaman kerja berpengaruh terhadap kinerja Guru,*human relation* terhadap kinerja Guru,pelatihan terhadap kinerja karyawan,loyalitas terhadap kinerja Guru,pengalaman kerja *human relation*, pelatihan dan loyalitas kerja terhadap kinerja Guru berpengaruh positif dan signifikan.

Akhirnya penulis menyarankan kepada smk cersa pasaman untuk meningkatkan pengalaman kerja,*human relation* dan loyalitas kerja agar dapat meningkatkan kinerja Guru.

Kata kunci : Kengalaman Kerja, *Human Relation*, Pelatihan dan Loyalitas kerja Pada kinerja Guru.

ABSTRACT

Fathania dwi Susanti, 17101155310384, Management Faculty of Economics and Business(2021). The effect of work experience, human relations, training and work loyalty on teacher performance at the Cersa Pasaman Senior High School teacher. Supervisor I Marta Widiarsari, SE, MM and Supervisor II Deni Saputra, SE, MM.

This study aims to determine the effect of work experience, human relations, training and work loyalty on the performance of teachers at cersa pasaman smk. The research was conducted at Cersa Vocational School having its address at Jl. Tuanku Sasak, Malasiro, Kapa, Luhak Nan tigo, Pasaman Regency, West Sumatra. Data collection techniques 1) field research. Field research is research that is carried out by going directly to the place that is the object in question through a questionnaire. The population in this study were 37 people. Researchers took the population as a sample, so the sample in this study was 37 people. The analysis technique used in this research is multiple linear regression. The results of this study indicate that work experience has an effect on teacher performance, human relations on teacher performance, training on teacher performance, loyalty on teacher performance, work experience on human relations, training and work loyalty on teacher performance have a positive and significant effect.

Finally, the authors suggest to SMA Cersa Pasaman to improve work experience, human relations and work loyalty in order to improve teacher performance.

Keywords: Work Experience, Human Relations, Training and Loyalty on teacher Performance.