

## ABSTRAK

**Ayu Wahyuni, Tri** (2022) *Kontribusi Kompensasi, Motivasi, Sarana Prasarana dan Lingkungan Kerja terhadap Kinerja Guru Non Sertifikasi pada Madrasah Tsanawiyah (MTs) Swasta di Kabupaten Tabanan.*

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*Kata-kata kunci:* kompensasi, motivasi, sarana prasarana, lingkungan kerja, kinerja

Penelitian ini bertujuan untuk mengetahui kontribusi beberapa variabel yaitu: kompensasi, motivasi, sarana prasarana dan lingkungan kerja terhadap kinerja guru non sertifikasi pada madrasah tsanawiyah (MTs) swasta di Kabupaten Tabanan. Populasi penelitian ini adalah guru MTs di Kabupaten Tabanan. Sedangkan sampel penelitian ini adalah guru non sertifikasi yang berjumlah 58 orang, sehingga digunakan sampel jenuh. Data dalam penelitian ini dikumpulkan dengan metode wawancara, kuisioner dan dokumentasi. Kemudian data dianalisis menggunakan uji regresi sederhana dan berganda. Hasil penelitian menunjukkan bahwa: (1) terdapat kontribusi kompensasi terhadap kinerja dengan sumbangan efektif 2,83% (2) terdapat kontribusi motivasi terhadap kinerja dengan sumbangan efektif 46,75% (3) terdapat kontribusi sarana prasarana terhadap kinerja dengan sumbangan efektif 11,23% (4) terdapat kontribusi lingkungan kerja terhadap kinerja dengan sumbangan efektif 5,15% (5) Terdapat kontribusi simultan yang signifikan kompensasi, motivasi, sarana prasarana dan lingkungan kerja terhadap kinerja guru non sertifikasi pada Madrasah Tsanawiyah (MTs) Swasta di Kabupaten Tabanan dengan kontribusi sebesar 65,96%.

## ABSTRACT

**Ayu Wahyuni, Tri** (2022) Contribution of Compensation, Motivation, Infrastructure and Work Environment to the Performance of Non-Certified Teachers at Private Madrasah Tsanawiyah (MTs) in Tabanan Regency.

**Thesis.** Educational Administration, Postgraduate Program, Ganesha University of Education

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*Keywords: compensation, motivation, infrastructure, work environment, performance*

This study aims to determine the contribution of several variables, namely: compensation, motivation, infrastructure and work environment on the performance of non-certified teachers at private Madrasah Tsanawiyah (MTs) in Tabanan Regency. The population of this study were MTsS teachers in Tabanan Regency. Meanwhile, the sample for this study was 58 non-certified teachers, so a saturated sample was used. The data in this study were collected by interview, questionnaire and documentation methods. Then the data were analyzed using simple and multiple regression tests. The results showed that: (1) there is a contribution of compensation to performance with an effective contribution of 2.83% (2) there is a contribution of motivation to performance with an effective contribution of 46.75% (3) there is a contribution infrastructure to performance with an effective contribution of 11.23% (4) there is a contribution of the work environment to performance with an effective contribution of 5.15% (5) There is a significant simultaneous contribution of compensation, motivation, facilities infrastructure and work environment on the performance of non-certified teachers at private Madrasah Tsanawiyah (MTs) in Tabanan Regency with a contribution of 65.96%.