

## ABSTRAK

**Widayati, Lailatul (2022),** *Pengaruh Integritas, Spiritualitas, Budaya, dan Motivasi Kerja Terhadap Kinerja Pegawai di Sekolah Mutiara.*

Tesis, Administrasi Pendidikan, Program Pascasarjana, Universitas Pendidikan Ganesha.

Tesis ini sudah disetujui dan diperiksa oleh Pembimbing I: Prof. Dr. I Gusti Ketut Arya Sunu, M.Pd dan Pembimbing II: Prof. Dr. I Putu Wisna Ariawan, M.Si.

*Kata kunci:* kinerja pegawai, integritas, spiritualitas, budaya, dan motivasi kerja  
Penelitian ini bertujuan untuk mengetahui pengaruh integritas, spiritualitas, budaya, dan motivasi kerja terhadap kinerja pegawai. Sampel penelitian ini adalah 40 pegawai di Sekolah Mutiara. Penelitian ini menggunakan rancangan *ex-post facto* dengan menggunakan teknik analisis data statistik deskriptif, korelasi sederhana, korelasi parsial, korelasi ganda, dan regresi berganda. Hasil penelitian menunjukkan bahwa: Terdapat korelasi positif dan signifikan antara integritas dan kinerja pegawai, terdapat korelasi positif dan signifikan antara spiritualitas dan kinerja pegawai, terdapat korelasi positif dan signifikan antara budaya dan kinerja pegawai, terdapat korelasi positif dan signifikan antara motivasi kerja dan kinerja pegawai, secara simultan terdapat korelasi positif dan signifikan antara integritas, spiritualitas, budaya, motivasi kerja dan kinerja pegawai sebesar 81,10%.



## **ABSTRACT**

Widayati, Lailatul (2022), The Influence of Integrity, Spirituality, Culture, and Work Motivation on Employee Performance at Mutiara School.  
Thesis, Educational Administration, Postgraduate Program, Ganesha University of Education.

This thesis has been approved and examined by Supervisor I: Prof. Dr. I Gusti Ketut Arya Sunu, M.Pd and Supervisor II: Prof. Dr. I Putu Wisna Ariawan, M.Si.

Keywords: employee performance, integrity, spirituality, culture, and work motivation

This study aims to determine the influence of integrity, spirituality, culture, and work motivation on employee performance. The sample of this study is 40 employees at Mutiara School. This study used an ex-post facto design using descriptive statistical data analysis techniques, simple correlation, partial correlation, multiple correlation, and multiple regression. The results showed that: There is a positive and significant correlation between integrity and employee performance, there is a positive and significant correlation between spirituality and employee performance, there is a positive and significant correlation between culture and employee performance, there is a positive and significant correlation between work motivation and employee performance, simultaneously there is a positive and significant correlation between integrity, spirituality, culture, work motivation and employee performance of 81.10%.

