

ABSTRAK

Indayani, Kadek (2025), Pengaruh kepuasan kerja dan motivasi terhadap kinerja guru melalui kepuasan kerja di SMK Bintang Persada Denpasar. Tesis, Program Studi Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha. Tesis ini telah disetujui dan diperiksa oleh Pembimbing I Komang Krisna Heryanda, S.E., M.M dan Pembimbing II: Dr: Ni Luh Wayan Sayang Telagawathi, S.E., M.Si.

Kata kunci: budaya organisasi, motivasi, kepuasan kerja, kinerja guru

Penelitian ini bertujuan untuk mengetahui peran mediasi kepuasan kerja pada pengaruh budaya organisasi dan motivasi terhadap kinerja guru di SMK Bintang Persada Denpasar. Desain penelitian yang digunakan adalah kuantitatif kausal. Objek penelitian ini adalah budaya organisasi, motivasi, kepuasan kerja, dan kinerja guru. Subjek penelitian adalah guru-guru di SMK Bintang Persada Denpasar. Populasi penelitian adalah seluruh guru di SMK Bintang Persada Denpasar dengan jumlah 52 orang guru. Pengumpulan data melalui kuesioner. Teknik analisis data menggunakan SEM PLS. Hasil penelitian menyatakan bahwa: (1) Budaya organisasi berpengaruh signifikan terhadap kepuasan kerja guru di SMK Bintang Persada Denpasar. (2) Motivasi berpengaruh signifikan terhadap kepuasan kerja guru di SMK Bintang Persada Denpasar. (3) Kepuasan kerja berpengaruh signifikan terhadap kinerja guru di SMK Bintang Persada Denpasar. (4) Budaya organisasi berpengaruh signifikan terhadap kepuasan kerja di SMK Bintang Persada Denpasar. (5) Motivasi berpengaruh terhadap kepuasan kerja di SMK Bintang Persada Denpasar. (6) Kepuasan kerja memediasi pengaruh budaya organisasi terhadap kinerja guru di SMK Bintang Persada Denpasar. (7) Kepuasan kerja memediasi pengaruh motivasi terhadap kinerja guru di SMK Bintang Persada Denpasar. Guna meningkatkan kinerja guru, disarankan agar adanya budaya kolaborasi dalam pembelajaran perlu ditingkatkan dengan melaksanakan pembelajaran berdiferensiasi. Pemberian motivasi berupa penghargaan kepada guru berprestasi.

ABSTRACT

Indayani, Kadek (2025), The effect of job satisfaction and motivation on teacher performance through job satisfaction at SMK Bintang Persada Denpasar. Thesis, Management Science Study Program, Postgraduate Program, Ganesha University of Education. This thesis has been approved and examined by Supervisor I Komang Krisna Heryanda, S.E., M.M and Supervisor II: Dr. Ir: Ni Luh Wayan Sayang Telagawathi, S.E., M.Si.

Key words: organizational culture, motivation, job satisfaction, teacher performance

This study aims to determine the mediating role of job satisfaction on the influence of organizational culture and motivation on teacher performance at SMK Bintang Persada Denpasar. The research design used is causal quantitative. The object of this research is organizational culture, motivation, job satisfaction, and teacher performance. The research subjects were teachers at SMK Bintang Persada Denpasar. The study population was all teachers at SMK Bintang Persada Denpasar with a total of 52 teachers. Data collection through questionnaires. Data analysis techniques used SEM PLS. The results of the study stated that: (1) Organizational culture has a significant effect on performance at SMK Bintang Persada Denpasar. (2) Motivation has a significant effect on teacher performance at SMK Bintang Persada Denpasar. (3) Job satisfaction has a significant effect on teacher performance at SMK Bintang Persada Denpasar. (4) Organizational culture has a significant effect on job satisfaction at SMK Bintang Persada Denpasar. (5) Motivation has a significant effect on job satisfaction at SMK Bintang Persada Denpasar. (6) Job satisfaction mediates the significant effect of organizational culture on teacher performance at SMK Bintang Persada Denpasar. (7) Job satisfaction mediates the significant effect of motivation on teacher performance at SMK Bintang Persada Denpasar. In order to improve teacher performance, it is suggested that a culture of collaboration in learning needs to be improved by implementing differentiated learning. Providing motivation in the form of awards to outstanding teachers.