

PENGARUH BEBAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA GURU DI SMP NEGERI 2 SINGARAJA

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh: (1) beban kerja terhadap kinerja, (2) motivasi kerja terhadap kinerja, (3) beban kerja terhadap motivasi kerja, dan (4) beban kerja terhadap kinerja melalui motivasi kerja guru di SMP Negeri 2 Singaraja. Desain penelitian yang digunakan adalah kuantitatif kausal. Subjek penelitian adalah seluruh guru di SMP Negeri 2 Singaraja dan objek penelitian adalah beban kerja, motivasi kerja, dan kinerja. Penelitian ini menggunakan populasi 61 orang guru. Data dikumpulkan menggunakan kuesioner dan dilengkapi dengan wawancara. Kuesioner diuji dengan uji validitas dan uji reliabilitas. Sedangkan data penelitian dianalisis menggunakan analisis jalur. Hasil penelitian menunjukkan bahwa: (1) beban kerja berpengaruh negatif terhadap kinerja, (2) motivasi kerja berpengaruh positif terhadap kinerja, (3) beban kerja berpengaruh negatif terhadap motivasi kerja, dan (4) motivasi kerja mampu memediasi pengaruh beban kerja terhadap kinerja.

Kata Kunci: beban kerja, motivasi kerja, kinerja.

ABSTRACT

This study aims to examine the influence of: (1) workload on performance, (2) work motivation on performance, (3) workload on work motivation, and (4) workload on performance through teacher work motivation at SMP Negeri 2 Singaraja. The research design used is quantitative causal. The subjects of the study were all teachers at SMP Negeri 2 Singaraja and the objects of the study were workload, work motivation, and performance. This study used a population of 61 teachers. Data were collected using questionnaires and supplemented with interviews. The questionnaires were tested with validity and reliability tests. Meanwhile, the research data were analyzed using path analysis. The results of the study indicate that: (1) workload has a negative effect on performance, (2) work motivation has a positive effect on performance, (3) workload has a negative effect on work motivation, and (4) work motivation is able to mediate the effect of workload on performance.

Keywords: workload, work motivation, performance.