

**PENGARUH *CORE VALUE* BER-AKHLAK, BUDAYA ORGANISASI,
SIKAP *MENYAMA BRAYA* DAN MOTIVASI KERJA TERHADAP
KINERJA GURU PENDIDIKAN AGAMA HINDU
KABUPATEN BADUNG**

NI MADE SRI AGUSTINI

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *Core Value* Ber-Akhlak, budaya organisasi, sikap *menyama braya* dan motivasi kerja terhadap kinerja guru Pendidikan Agama Hindu. Penelitian kuantitatif jenis *ex-post facto* ini dilaksanakan pada guru Agama Hindu sekolah dasar di kabupaten Badung dengan jumlah populasi 281 guru. Pengambilan sampel menggunakan formulasi Morgan dan Krecjie kemudian dikonfirmasi formula Warwick dan Lininger diperoleh sampel sebanyak 191 guru. Instrumen penelitian ini menggunakan kuesioner yang didistribusikan melalui *google form*. Analisis data menggunakan statistik deskriptif dan *Structural Equation Modeling and Partial Least Squares* (SEM-PLS). Hasil penelitian menunjukkan variabel *Core Value* Ber-Akhlak, budaya organisasi, sikap *menyama braya* dan motivasi kerja berada pada kategori sangat tinggi. Model persamaan struktural memiliki kecocokan model dibuktikan pada R^2 sebesar 0,766 dan 0,815 serta mampu memprediksi uji hipotesis dibuktikan hasil $Q^2 = 0,9567$. *Core Value* Ber-Akhlak, budaya organisasi dan sikap *menyama braya* berpengaruh langsung, positif dan signifikan terhadap motivasi kerja dengan koefisien pengaruh bernilai positif, nilai T-Statistik $> 1,96$ dan P-Value $< 0,05$. *Core Value* Ber-Akhlak, budaya organisasi, sikap *menyama braya* dan motivasi kerja berpengaruh langsung, positif dan signifikan terhadap kinerja guru dengan koefisien pengaruh bernilai positif, T-Statistik $> 1,96$ dan P-Value $< 0,05$. *Core Value* Ber-Akhlak, budaya organisasi dan sikap *menyama braya* berpengaruh secara tidak langsung, positif dan signifikan terhadap kinerja guru melalui motivasi kerja dengan koefisien pengaruh bernilai positif, T-Statistik $> 1,96$ dan P-Values $< 0,05$. Temuan penelitian ini menunjukkan variabel yang memiliki pengaruh paling kuat terhadap kinerja guru adalah motivasi kerja, berikutnya adalah *Core Value* Ber-Akhlak. Motivasi kerja menjadi variabel mediasi penuh pada pengaruh secara tidak langsung *Core Value* Ber-Akhlak, budaya organisasi dan sikap *menyama braya* terhadap kinerja guru. Disarankan untuk menerapkan *Core Value* Ber-Akhlak, budaya organisasi dan melestarikan sikap *menyama braya* untuk meningkatkan kinerja guru, yang terbukti secara langsung maupun secara tidak langsung, positif dan signifikan berpengaruh terhadap kinerja guru.

Kata-kata kunci: *Core Value* Ber-Akhlak, budaya organisasi, sikap *menyama braya*, kinerja guru.

THE EFFECT OF CORE VALUE BER-AKHLAK, ORGANIZATIONAL CULTURE, MENYAMA BRAYA ATTITUDE AND WORK MOTIVATION ON THE PERFORMANCE OF HINDU RELIGIOUS EDUCATION TEACHERS IN BADUNG REGENCY

NI MADE SRI AGUSTINI

ABSTRACT

This study aims to analyze the influence of Core Value Ber-Akhlak, organizational culture, menyama braya attitude and work motivation on the performance of Hindu Religious Education teachers. This quantitative ex-post facto study was conducted on elementary school Hindu Religious Education teachers in Badung Regency with population of 281 teachers, sampling method in this study used Morgan and Krecjie formulation then confirmed by the Warwick and Lininger formula obtained 191 teachers as sample. The research instrument used questionnaire which was distributed with google form. Data analysis in this study used descriptive statistics and Structural Equation Modeling and Partial Least Squares (SEM-PLS). The results of the study showed that variables of Core Value Ber-Akhlak, organizational culture, menyama braya attitude and work motivation are in very high category. The structural equation model has a model fit proven by R^2 of 0.766 and 0.815 and was able to predict the hypothesis test proven by the results of $Q^2 = 0.9567$. The Core Value Ber-Akhlak, organizational culture and menyama braya attitude have direct, positive and significant effect on work motivation with positive influence coefficient, statistical $T > 1.96$ and $P\text{-Value} < 0.05$. The Core Value Ber-Akhlak, organizational culture, menyama braya and work motivation have direct, positive and significant effect on teacher performance at positive influence coefficient, statistical $T > 1.96$ and $P\text{-Value} < 0.05$. The Core value Ber-Akhlak, organizational culture and menyama braya have indirect effect on teacher performance through work motivation with positive influence coefficient, $T\text{-Statistic} > 1.96$ and $P\text{-Value} < 0.05$. The findings of this study indicate that the strongest variable which influence on teacher performance was work motivation and followed by the Core Value Ber-Akhlak. Work motivation becomes a full mediation variable in indirect effect of Core Value Ber-Akhlak, organizational culture and menyama braya attitude on teacher performance. It is recommended to apply the Core Value Ber-Akhlak, organizational culture, and maintaining menyama braya attitude to improve teacher performance, which has been proven positive and significant effect at directly indirectly influence on teacher performance

Keywords: *Core Value Ber-Akhlak, organizational culture, menyama braya attitude, teacher performance.*