

ABSTRAK

Ulfa Reniyanti (2026), Pengaruh Disiplin Kerja, Motivasi Kerja, dan Kompensasi terhadap Kinerja Guru di Kecamatan Tojo Kabupaten Tojo Una-Una. Tesis, Magister Manajemen, Program Studi Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

Tesis ini telah diperiksa dan disetujui oleh Pembimbing I: Dr. I Nengah Suarmanayasa, S.E., M.Si., dan Pembimbing II: Dr. Ni Nyoman Yulianthini, S.E., M.M.

Kata kunci: disiplin kerja, motivasi kerja, kompensasi, kinerja guru.

Penelitian ini bertujuan untuk membuktikan secara empiris pengaruh disiplin kerja, motivasi kerja, dan kompensasi terhadap kinerja guru di Kecamatan Tojo Kabupaten Tojo Una-Una. Penelitian ini menggunakan pendekatan kuantitatif. Populasi dalam penelitian ini adalah guru SMA di Kecamatan Tojo Kabupaten Tojo Una-Una. Teknik pengambilan sampel menggunakan teknik sensus (sampel jenuh), sehingga seluruh anggota populasi dijadikan sebagai sampel penelitian.

Pengumpulan data dilakukan dengan menggunakan kuesioner yang disusun berdasarkan skala Likert dengan rentang penilaian 1–5. Data yang diperoleh dianalisis menggunakan analisis regresi linear berganda dengan bantuan program IBM SPSS.

Hasil penelitian menunjukkan bahwa secara parsial disiplin kerja, motivasi kerja, dan kompensasi berpengaruh positif dan signifikan terhadap kinerja guru. Selain itu, secara simultan ketiga variabel independen tersebut berpengaruh signifikan terhadap kinerja guru di Kecamatan Tojo Kabupaten Tojo Una-Una. Temuan penelitian ini menunjukkan bahwa peningkatan kinerja guru dapat dicapai melalui penguatan disiplin kerja, peningkatan motivasi kerja, serta pemberian kompensasi yang adil dan sesuai.

ABSTRACT

Ulfa Reniyanti (2026), The Effect of Work Discipline, Work Motivation, and Compensation on Teacher Performance in Tojo District, Tojo Una-Una Regency. Thesis, Master of Management, Management Study Program, Graduate Program, Ganesha University of Education.

This thesis has been examined and approved by Supervisor I: Dr. I Nengah Suarmanayasa, S.E., M.Si., and Supervisor II: Dr. Ni Nyoman Yulianthini, S.E., M.M.

Keywords: work discipline, work motivation, compensation, teacher performance.

This study aims to empirically examine the effect of work discipline, work motivation, and compensation on teacher performance in Tojo District, Tojo Una-Una Regency. This research employs a quantitative approach. The population of this study consists of senior high school teachers in Tojo District, Tojo Una-Una Regency. The sampling technique used is census sampling (saturated sampling), in which all members of the population are included as research samples.

Data were collected using a questionnaire developed based on a Likert scale with a rating range of 1–5. The collected data were analyzed using multiple linear regression analysis with the assistance of the IBM SPSS program.

The results of the study indicate that partially, work discipline, work motivation, and compensation have a positive and significant effect on teacher performance. Simultaneously, these three independent variables have a significant effect on teacher performance in Tojo District, Tojo Una-Una Regency. These findings indicate that improving teacher performance can be achieved through strengthening work discipline, enhancing work motivation, and providing fair and appropriate compensation.

