

ABSTRAK

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Program Studi : Magister Manajemen (Sumber Daya Manusia)
Judul : Pengaruh Insentif, Sertifikasi Guru dan Disiplin Kerja Terhadap Kinerja Guru. (Studi Pada SMK 2 Triple “J” Citeureup).

SMK 2 Triple “J” Citeureup adalah salah satu sekolah terkemuka yang berada di Bogor yang kian hari kian pesat pembangunan maupun reputasinya. Berada di jalur strategis memberikan tantangan yang tidak mudah bagi SMK 2 Triple “J” Citeureup dalam menghadapi berbagai rintangan maupun persaingan pendidikan saat ini. Guru sebagai salah satu aktor utama penentu berbagai kemajuan dan reputasi SMK 2 Triple “J” Citeureup di masa depan diharapkan dapat tampil prima guna menghadapi berbagai rintangan kedepan. Namun, dibalik harapan tersebut, penampilan dan kinerja guru sering mendapat keluhan baik dari siswa maupun orangtua siswa. Hal tersebut tidak terlepas dari perkembangan dunia pendidikan yang begitu cepat sementara dilain pihak guru dan institusi dinilai terlambat dalam merespon berbagai kemajuan tersebut. Tesis ini membahas mengenai pengaruh *insentif*, *sertifikasi guru* dan *disiplin kerja* terhadap *kinerja guru* di SMK2 Triple “J” Citeureup. Desain penelitian yang digunakan adalah metode survey dengan menggunakan kuesioner. Populasi dari penelitian ini adalah sampel jenuh (non probability sampling) sebanyak 44 sampel dan data diolah dengan metode regresi berganda dengan bantuan perangkat lunak statistik. Hasil dari penelitian ini mengatakan bahwa variabel insentif, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja guru. Sedangkan variabel sertifikasi guru sebagai variabel buatan (*dummy variable*) tidak berpengaruh terhadap kinerja guru. Variabel yang paling dominan dalam penelitian ini adalah variabel disiplin kerja.

Kata Kunci:

Insentif, Sertifikasi Guru, Disiplin Kerja, dan Kinerja Guru

ABSTRACT

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Title : The Effect of Incentive, Teacher Certification, and Work Discipline on Teacher Performance (A Study conducted at Vocational School 2 Triple "J" Citeureup)

As one of the leading schools in Bogor, Vocational School (SMK) 2 Triple "J" Citeureup improves its development and reputation rapidly each day. Being in a strategic position poses a great challenge for SMK 2 Triple "J" Citeureup in facing obstacles and competition in education today. Teachers as one of the main determinant actors of the future progress and reputation of SMK 2 Triple "J" Citeureup are expected to perform well in order to face the obstacles ahead. But despite these expectations, the appearance and performance of teachers often receive complaints from both students and parents. The complaints are actually related to the fast development of education while on the other hand teachers and institutions are considered too slow in giving responses to that progress. This thesis discusses the effects of incentives, teacher certification and work discipline on teacher performance in SMK 2 Triple "J" Citeureup. The study design used was a survey using a questionnaire. The population of this research was non-probability sampling of 44 samples, and the data was processed by using the multiple regression method with the help of statistical software. The results of this study indicated that the variables of incentives and work discipline had significant and positive effects on teacher performance, whereas the variable of teacher certification as a dummy variable did not affect teacher performance. The most dominant variable affecting teacher performance in this study was the work discipline variable.

Key Words:

Incentive, Teacher Certificate, Work Discipline, and Teacher Performance