

## **ABSTRAK**

**Laila Sadila, NPM : 71200312023, Judul : Pengaruh Kompetensi Guru Dan Motivasi Kerja Terhadap Kinerja Guru SMK Swasta Wira Jaya Tanjung Morawa, 2024, Dibimbing Oleh : Dr. H. Nur M Ridha Trg, S.E., M.M sebagai Dosen Pembimbing I dan Ismail Nst, S.E., M.M sebagai Dosen Pembimbing II, Skripsi : 2024**

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh kompetensi guru terhadap kinerja guru pada SMK Swasta Wira Jaya Tanjung Morawa, untuk mengetahui dan menganalisis pengaruh motivasi kerja terhadap kinerja guru pada SMK Swasta Wira Jaya Tanjung Morawa, untuk mengetahui dan menganalisis pengaruh kompetensi guru dan motivasi kerja terhadap kinerja guru pada SMK Swasta Wira Jaya Tanjung Morawa. Populasi dan sampel dalam penelitian ini sebanyak 30 orang. Teknik pengumpulan data yang digunakan wawancara, kuesioner, studi dokumentasi, dan studi kepustakaan. Teknik analisis data yang digunakan yaitu uji kualitas data, uji asumsi klasik, analisis linear berganda dan uji hipotesis. Hasil penelitian ini menunjukkan secara parsial (uji-t) Kompetensi Guru berpengaruh positif dan signifikan terhadap Kinerja Guru SMK Swasta Wira Jaya Tanjung Morawa, dan Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Guru SMK Swasta Wira Jaya Tanjung Morawa. Hasil pengujian signifikan simultan (uji-F) Kompetensi Guru dan Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Guru SMK Swasta Wira Jaya Tanjung Morawa. Saran penelitian ini adalah sebagai bahan acuan untuk meningkatkan kompetensi dan memperhatikan pemberian motivasi kerja terhadap kinerja guru SMK Swasta Wirajaya Tanjung Morawa

**Kata kunci : Kompetensi Guru, Motivasi Kerja, Kinerja Guru**

## **ABSTRACT**

**Laila Sadila, NPM: 7120031202, Title: The Influence of Teacher Competence and Work Motivation on Teacher Performance of SMK Swasta Wira Jaya Tanjung Morawa, 2024, Supervised by: Dr. H. Nur M ridha Trg, S.E., M.M as Supervisor I and Ismail Nst, S.E., M.M as Supervisor II, Thesis: 2024.**

The purpose of this study is to determine and analyze the effect of teacher competence on teacher performance at Wira Jaya Tanjung Morawa Private Vocational School, to know and analyze the effect of work motivation on teacher performance at Wira Jaya Tanjung Morawa Private Vocational School, to know and analyze the effect of teacher competence and work motivation on teacher performance at Wira Jaya Tanjung Morawa Private Vocational School. The population and sample in this study were 30 people. Data collection techniques used interviews, questionnaires, documentation studies, and literature studies. The data analysis techniques used are data quality tests, classical assumption tests, multiple linear analysis and hypothesis tests. The results of this study show that partially (t-test) Teacher Competence has a positive and significant effect on the Performance of Wira Jaya Tanjung Morawa Private Vocational Teachers, and Work Motivation has a positive and significant effect on the Performance of Wira Jaya Tanjung Morawa Private Vocational Teachers. The results of simultaneous significant testing (F-test) of Teacher Competence and Work Motivation have a positive and significant effect on the Performance of Teachers of Private Vocational Schools Wira Jaya Tanjung Morawa. The suggestion of this research is as a reference material to improve competence and pay attention to providing work motivation for the performance of teachers of Wirajaya Tanjung Morawa Private Vocational School

**Keywords : Teacher Competence, Work Motivation, Teacher Performance.**