

ABSTRAK

A.Amalia Sari, NPM : 71210312112. Pengaruh Kemampuan Kerja dan Motivasi Kerja terhadap Kinerja Guru di UPT SMP Negeri 2 Medan. Dosen Pembimbing I : Syafrizal, S.E., M.M. Dosen Pembimbing II : Tri Kartika Yudha, S.E., M.M, Skripsi 2025.

Penelitian ini bertujuan untuk mengetahui pengaruh kemampuan kerja dan motivasi kerja terhadap kinerja guru di UPT SMP Negeri 2 Medan. Metode penelitian yang digunakan adalah metode kuantitatif dengan pendekatan asosiatif. Populasi dalam penelitian ini adalah seluruh guru yang mengajar di UPT SMP Negeri 2 Medan. Teknik pengumpulan data dilakukan melalui penyebaran kuesioner yang dianalisis menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa kemampuan kerja berpengaruh positif dan signifikan terhadap kinerja guru. Demikian pula, motivasi kerja juga memberikan pengaruh positif dan signifikan terhadap kinerja guru. Secara simultan, kemampuan kerja dan motivasi kerja memiliki pengaruh yang signifikan terhadap kinerja guru. Dengan demikian, peningkatan kemampuan dan motivasi kerja guru secara langsung akan meningkatkan kualitas kinerja guru di lingkungan sekolah. Berdasarkan hasil uji F yang telah diperoleh maka didapatkan $F_{hitung} > F_{tabel}$ $67.565 > 3.14$ dan nilai sig $0.000 < 0.05$ sehingga disimpulkan bahwa variabel X berpengaruh simultan terhadap variabel Y.

Kata Kunci: kemampuan kerja, motivasi kerja, kinerja guru

ABSTRACT

A.Amalia Sari, NPM : 71210312112, The Influence of Work Ability and Work Motivation on Teacher Performance at UPT SMP Negeri 2 Medan, Supervisor I : Syafrizal, S.E., M.M. Supervisor II : Tri Kartika Yudha, S.E., M.M, Skripsi 2025.

This study aims to examine the influence of work ability and work motivation on teacher performance at UPT SMP Negeri 2 Medan. The research employed a quantitative method with an associative approach. The population in this study consisted of all teachers at UPT SMP Negeri 2 Medan. Data collection was carried out through the distribution of questionnaires, which were analyzed using multiple linear regression. The results of the study indicate that work ability has a positive and significant effect on teacher performance. Similarly, work motivation also exerts a positive and significant effect on teacher performance. Simultaneously, work ability and work motivation have a significant influence on teacher performance. Thus, improving teachers' work ability and motivation will directly enhance their performance in the school environment. Based on the F-test results, the calculated F-value (F_{count}) was 67.565, which is greater than the F-table value of 3.14, and the significance value was $0.000 < 0.05$. Therefore, it is concluded that the independent variables (X) simultaneously have a significant effect on the dependent variable (Y).

Keywords: work ability, work motivation, teacher performance