

## ABSTRAK

SAFIRA AISYA ULYASARI (71210312105). Pengaruh Insentif Dan Fasilitas Kerja Terhadap Motivasi Kerja Guru Di Yayasan Pendidikan Al-Karim Tanjung Morawa. Pembimbing I Dr.Sri Gustina Pane.S.E.,M.Si., dan Pembimbing II Julkarnain.,S.Ag.,S.E.M.M., Skripsi, 2025.

Rumusan masalah yang ada yaitu adakah pengaruh antara insentif dan fasilitas kerja terhadap motivasi kerja guru di Yayasan Pendidikan Al-Karim Tanjung Morawa. Fokus penelitian ini yaitu untuk mengkaji pengaruh insentif dan fasilitas kerja terhadap motivasi kerja guru di Yayasan Pendidikan Al-Karim Tanjung Morawa. Penelitian ini menerapkan teknik kuantitatif, sumber data didapatkan dari data sekunder yaitu data responden dan sumber data primer yaitu wawancara, observasi dan kuisioner yang dibagikan kepada para responden. Populasi penelitian ini sebanyak 35 orang guru yang berada di Yayasan Pendidikan Al-Karim Tanjung Morawa, digunakan teknik *non-probability sampling* dengan sampel jenuh untuk menarik sampel penelitian dikarenakan populasi penelitian relatif kecil. Metode analisis data dijalankan melalui uji validitas dan reabilitas untuk mengetahui keakuratan alat ukur atau instrumen penelitian, kemudian dilakukan uji asumsi klasik, uji regresi linear berganda dan uji hipotesis yang diuji menggunakan *spss versi 27*. Temuan penelitian ini mengindikasikan bahwasanya insentif berpengaruh positif dan signifikan terhadap motivasi kerja guru di Yayasan Pendidikan Al-Karim Tanjung Morawa, fasilitas kerja berpengaruh positif dan signifikan terhadap motivasi kerja guru di Yayasan Pendidikan Al-Karim Tanjung Morawa, serta insentif dan fasilitas kerja secara bersamaan berpengaruh positif dan signifikan terhadap motivasi kerja guru di Yayasan Pendidikan Al-Karim Tanjung Morawa.

**Kata Kunci : Insentif, Fasilitas Kerja, Motivasi Kerja**

## ABSTRACT

SAFIRA AISYA ULYASARI (71210312105). The Influence of Incentives and Work Facilities on Teacher Work Motivation at the Al-Karim Tanjung Morawa Educational Foundation.

The formulation of the existing issue is whether there is any impact among incentives and work facilities on teacher work motivation at the Al-Karim Tanjung Morawa Education Foundation. The primary objective was to examine the effect of incentives and work facilities on teacher work motivation at the Al-Karim Tanjung Morawa Education Foundation. This research adopts quantitative methodology, data sources obtained from secondary data, namely respondent data and primary data, namely interviews, observations and questionnaires distributed to participants. The population consists of 35 teachers who were at the Al-Karim Education Foundation in Tanjung Morawa, sampling using non-probability sampling techniques with saturated samples because the population size was constrained. The data analysis method uses validity and reliability tests to verify precision of the measuring instruments used in the study, then classical assumption tests is carried out, multiple linear regression tests and hypothesis testing are tested using spss version 27. The results show that incentives have a positive and significant effect on teacher work motivation, the result conclusion is at the Al-Karim Tanjung Morawa Education Foundation, work facilities have a positive and significant effect on teacher work motivation at the Al-Karim Tanjung Morawa Education Foundation, and incentives and work facilities simultaneously have a positive and significant effect on teacher work motivation at the Al-Karim Tanjung Morawa Education Foundation.

**Keyword: Incentives, Work Facilities, Work Motivation.**