



Rendi Feirary Salman, NPM : 91711404122073, **The Influence of Work Motivation and Competence on Teacher Performance in MAN 1 Poso.**
Supervised by Serlia Lamandasa and Tabita R.Matana.

ABSTRACT

The purpose of this study was to find out the influence of work motivation and competence on the performance of MAN 1 Poso teachers. The population is all teachers of MAN 1 Poso, and probability sampling with a total of 47 teachers. The data in this study were processed using multiple linear analysis using Statistical Product Service Solutions (SPSS).

Based on the results of the study, the following regression equation was obtained $Y = 9.631 + 0.490x_1 + 0.137x_2$. based on statistical data analysis the indicators are valid and the variables are reliable. The regression model is multicollinearity free, there is no heteroscedasticity and normal distribution, while there is no problem with autocorrelation in the classical assumption test. The results of the R² test were obtained at 0.266, which means that 26,6% of Teacher Performance was determined by the variables of Work Motivation and Competence, while the remaining 73.4% was determined by other factors not included in this study. The t-count value of the work motivation variable is 3.752, a significance of $0.001 < 0.05$ and the t-count of the competence variable is 0.949 with a significance of $0.348 > 0.05$. The results of the F test obtain that work motivation and competence simultaneously have a significant effect on teacher performance, the value of Fcount is 7,964 a significance of $0.001 < 0.05$. The T- test proves that the independent variable of Work Motivation has a significant influence on the performance of MAN 1 Poso teacher, and the Competence variable has no significant influence on the performance of MAN 1 Poso teacher.

Keywords: *Work Motivation, Competence, Teacher Performance*

Rendi Feirary Salman, NPM : 91711404122073, **Pengaruh Motivasi Kerja Dan Kompetensi Terhadap Kinerja Guru Man 1 Poso.** Dibimbing oleh Ibu Serly Lamandasa, Sebagai Pembimbing 1 Dan Ibu Tabita R.Matana, Sebagai Pembimbing 2.

ABSTRAK

Tujuan Penelitian ini untuk mengetahui Pengaruh Motivasi Kerja dan Kompetensi Terhadap Kinerja Guru MAN 1 poso. Adapun data yang digunakan adalah data primer dan data sekunder, dengan teknik pengumpulan data yaitu observasi, wawancara, kuesioner dan dokumentasi. Populasi dan sampel seluruh guru Man 1 Poso *probability sampling* dengan jumlah 40 guru. Data dalam penelitian ini diolah menggunakan analisis regresi linier berganda menggunakan alat *Statistical Product Service Solutions (SPSS)*.

Berdasarkan hasil penelitian di peroleh persamaan regresi sebagai berikut $Y = 9,631 + 0,490x_1 + 0,137x_2$. berdasarkan analisis data statistik indikator berisifat valid dan variabelnya bersifat reabel. Pada pengujian asumsi klasik, model regresi bebas multikoloneritas, tidak terjadi heteroskedesitas dan berdistribusi normal sedangkan autokorelasi tidak terjadi masalah. Hasil pengujian R^2 di peroleh sebesar 0,266 berarti 26,6% Kinerja Guru ditentukan oleh variabel Motivasi Kerja dan Kompetensi, sedangkan sisanya 73,4% ditentukan oleh faktor lain yang tidak dimasukan dalam penelitian ini. Nilai t_{hitung} variabel motivasi kerja 3,752 signifikansi sebesar $0,001 < 0,05$ dan nilai t_{hitung} variabel kompetensi 0,949 dengan signifikansi sebesar $0,348 > 0,05$. Hasil uji F menunjukan motivasi kerja dan kompetensi secara simultan berpengaruh signifikan terhadap kinerja guru, nilai F_{hitung} 7,964 signifikansi sebesar $0,001 < 0,05$. Uji T membuktikan variabel independen Motivasi Kerja berpengaruh signifikan terhadap kinerja guru Man 1 poso, dan variabel Kompetensi tidak berpengaruh signifikan terhadap kinerja guru Man 1 poso.

Kata Kunci: Motivasi Kerja, Kompetensi, Kinerja Guru