ABSTRAK

Lusilia (2023), Pengaruh Motivasi Dan Kompetensi Kerja Terhadap Kinerja Guru (Studi Kasus) Di Smk N 1 Baturaja. Dibawah bimbingan **Nazipawati, S.E,. M.Si dan Rosmala Dewi, S.E,. M.Si** Skripsi ini membahas tentang Pengaruh Motivasi Dan Kompetensi Kerja Terhadap Kinerja Guru (Studi Kasus) Di Smk N 1 Baturaja. Populasi dalam penelitian ini adalah 42 guru di SMK N 1 Baturaja. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat Regresi Linear Berganda. Nilai F hitung sebesar 89,046 lebih besar dari F tabel sebesar 3,24 menyatakan bahwa Motivasi dan Kompetensi kerja secara bersama-sama berpengaruh terhadap Kinerja guru (Studi Kasus) Di SMK N 1 Baturaja. Hasil analisis menjelaskan nilai t hitung masing-masing variabel Motivasi (X_1) sebesar 4,611 dan Kompetensi Kerja (X_2) sebesar 9,574 lebih besar jika dibandingkan dengan t tabel sebesar 2,02269 menyatakan seluruh variabel secara parsial berpengaruh Motivasi Dan Kompetensi Kerja Terhadap Kinerja Guru (Studi Kasus) Di Smk N 1 Baturaja. nilai koefisien determinasi (R *square*) sebesar 0,820 artinya dalam hal ini sumbangan pengaruh sebesar 82%, sedangkan sisanya 18% dipengaruhi oleh variabel lainnya diluar variabel yang dimasukan dalam model penelitian ini, yaitu motivasi kerja, tanggung jawab disiplin dan insentif (Sedarmayanti, 2017:228).

Kata Kunci :Motivasi, Kompetensi Kerja dan Kinerja Guru.

ABSTRACT

Lusilia (2023), The Influence of Motivation and Work Competence on Teachers' Performance (Case Study) at SMK N 1 Baturaja. Under the guidance of **Nazipawati, S.E., M.Si., and Rosmala Dewi, S.E., M.Si.** This research discussed the influence of motivation and work competence on teachers' performance (case study) at SMK N 1 Baturaja. The population in this study was 42 teachers at SMK N 1 Baturaja. The analysis method used was quantitative with the tool of multiple linear regression. The F-value was 89.046, which was greater than the F-table value of 3.24, indicating that motivation and work competence together influenced teachers' performance (case study) at SMK N 1 Baturaja. The analysis results showed that the t-value of each variable, Motivation (X_1) at 4.611 and Work Competence (X_2) at 9.574, was greater than the t-table value of 2.02269, indicating that all variables partially influenced the motivation and work competence on teachers' performance (case study) at SMK N 1 Baturaja. The coefficient of determination (R square) was 0.820, meaning that the contribution of influence was 82%, while the remaining 18% was influenced by other variables not included in this research model, such as work motivation, responsibility, discipline, and incentives (Sedarmayanti, 2017:228).

Keywords: Motivation, Work Competence, and Teachers' Performance.