

**PENGARUH DISIPLIN, MOTIVASI, DAN LINGKUNGAN KERJA
TERHADAP KINERJA GURU DI SMKN 3 WONOSARI
GUNUNGGKIDUL**

**TUGIYATI
NIM. 141190308**

Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas
Pembangunan Nasional “Veteran” Yogyakarta.

ABSTRAK

Tujuan penelitian ini antara lain untuk; (1) mengetahui dan menganalisis pengaruh disiplin, motivasi, dan lingkungan kerja secara bersama-sama terhadap kinerja guru; (2) mengetahui dan menganalisis pengaruh disiplin, motivasi, dan lingkungan kerja secara parsial terhadap kinerja guru di SMK Negeri 3 Wonosari Gunungkidul.

Penelitian ini menggunakan pendekatan kuantitatif dengan strategi penelitian deskriptif asosiatif. Penelitian ini dilaksanakan di SMK Negeri 3 Wonosari Gunungkidul pada bulan Maret 2023 sampai dengan Juni 2023. Populasi dalam penelitian ini adalah semua guru ASN SMK Negeri 3 Wonosari Gunungkidul yang berjumlah 54 responden. Penelitian ini merupakan penelitian sensus sehingga semua anggota populasi dijadikan sampel. Teknik pengumpulan data menggunakan teknik *survey*, dokumentasi dan kuesioner/angket. Uji instrumen penelitian meliputi uji validitas dan uji reliabilitas. Teknik analisis data menggunakan analisis Regresi Linier Berganda. Pengujian hipotesis parsial menggunakan uji t, sedangkan pengujian hipotesis bersama-sama menggunakan uji F.

Berdasarkan hasil analisis data didapatkan; (1) koefisien kinerja dengan nilai signifikansi sebesar $0,000 < \alpha 0,05$; (2) koefisien disiplin kerja (X_1) dengan nilai signifikansi sebesar $0,000 < \alpha 0,05$; (3) koefisien motivasi kerja (X_2) dengan nilai signifikansi sebesar $0,000 < \alpha 0,05$; (4) koefisien lingkungan kerja (X_3) dengan nilai signifikansi sebesar $0,000 < \alpha 0,05$. Berdasarkan hasil tersebut dapat disimpulkan secara bersama-sama dan parsial disiplin kerja, motivasi kerja dan lingkungan kerja berpengaruh terhadap kinerja guru di SMK Negeri 3 Wonosari Gunungkidul.

Kata Kunci: Disiplin, Motivasi, Lingkungan, Kinerja

THE INFLUENCE OF MOTIVATIONAL, DISCIPLINE, AND WORK ENVIRONMENT ON TEACHER PERFORMANCE AT STATE VOCATIONAL SCHOOL 3 WONOSARI GUNUNGGIDUL

TUGIYATI

NIM. 141190308

Management Study Program, Faculty of Economics and Business, Yogyakarta "Veteran" National Development University

ABSTRACT

The purpose of this research, among others, to : (1) knowing and analyzing the influence of discipline, motivation, and work environment together on teacher performance: (2) knowing and analyzing the effect of discipline, motivation, and work environment partially on teacher performance at SMK Negeri 3 Wonosari Gunungkidul..

This study uses a quantitative approach with an associative descriptive research strategy. This research was conducted at State Vocational High School 3 Wonosari Gunungkidul from March 2023 to June 2023. The population in this study were all State Civil Apparatus teachers at State Vocational High School 3 Wonosari Gunungkidul, totaling 54 respondents. This research is a Census Research so that all members of the population are sampled. Data collection techniques using observation techniques, documentation and questionnaires. Research instrument test includes validity test and reliability test. The data analysis technique uses multiple linear regression analysis. Partial hypothesis testing uses the t test, while bersama-samaeous hypothesis testing uses the F test.

Based on the results of data analysis obtained; (1) the performance coefficient with a significance value of $0.000 < \alpha 0.05$; (2) work discipline coefficient (X_1) with a significance value of $0.000 < \alpha 0.05$; (3) work motivation coefficient (X_2) with a significance value of $0.000 < \alpha 0.05$; (4) work environment coefficient (X_3) with a significance value of $0.000 < \alpha 0.05$. Based on these results it can be concluded that together with and partially work discipline, work motivation motivation and work environment an affect on teacher performance at Vocational High School 3 Wonosari Gunungkidul.

Keywords: Discipline, Motivation, Environment, Performance