

## ABSTRAK

Peran Kinerja Guru sangat penting dalam proses kegiatan belajar mengajar di sekolah. Kinerja Guru yang baik mampu menghasilkan dan mengembangkan potensi peserta didik yang dimana nantinya mampu menjadi sumber daya manusia yang berkualitas di masa depan. Guna menghasilkan kinerja guru yang baik dapat dilakukan cara peningkatan Kinerja Guru.

Tujuan penelitian ini untuk menguji pengaruh motivasi, komitmen organisasi dan pemberian kompetensi terhadap kinerja guru pada SMA Muhammadiyah 1 Surabaya. Populasi yang digunakan adalah seluruh Guru SMA Muhammadiyah 1 Surabaya. Proses pengambilan sampel menggunakan sampling jenuh, yaitu pengambilan sampel dengan menggunakan seluruh guru SMA Muhammadiyah 1 Surabaya. Berdasarkan metode sampling jenuh didapatkan 37 responden. Pengumpulan data menggunakan kuesioner. Metode penelitian yang digunakan adalah metode penelitian kuantitatif. Analisis penelitian yang digunakan dalam penelitian ini adalah analisis regresi liner berganda dengan program aplikasi SPSS versi 26.

Hasil penelitian menunjukkan bahwa variabel Motivasi berpengaruh signifikan terhadap Kinerja Guru SMA Muhammadiyah 1 Surabaya, variabel Komitmen Organisasi berpengaruh signifikan terhadap Kinerja Guru SMA Muhammadiyah 1 Surabaya dan variabel Pemberian Kompetensi berpengaruh signifikan terhadap Kinerja Guru SMA Muhammadiyah 1 Surabaya.

**Kata kunci:** *Motivasi, Komitmen Organisasi, Pemberian Kompetensi, Kinerja Guru*

## ABSTRACT

*The teacher's role is very important in the teaching and learning process at school. A good teacher performance is able to create and develop students' potency which becomes qualified human resources in the future. Therefore, in order to have good teacher performance, improvement of it needed to be carried out.*

*This research aimed to examine the effect of motivation, organizational commitment, and competence reward on teachers' performance at SMA Muhammadiyah 1 Surabaya. The population was all teachers of SMA Muhammadiyah 1 Surabaya. Moreover, the data collection technique used saturated sampling, in which all members of the population were the sample. In line with that, there were 37 respondents as the sample. The instrument in the data collection technique was a questionnaire. Furthermore, the research was quantitative. The data analysis technique used multiple linear regression with SPSS26.*

*The result concluded that motivation had a significant effect on teacher performance at SMA Muhammadiyah 1 Surabaya. Likewise, organizational commitment had a significant effect on teacher performance at SMA Muhammadiyah 1 Surabaya. Similarly, competence reward had a significant effect on teacher performance at SMA Muhammadiyah 1 Surabaya.*

**Keywords:** *Motivation, Organizational Commitment, Competence Reward*

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