

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh motivasi kerja terhadap kinerja guru, dan pengaruh kompetensi terhadap kinerja guru, dan *innovative work behavior* guru SMA Muhammadiyah 3 Surabaya, serta pengaruh *innovative work behavior* terhadap kinerja guru pada SMA Muhammadiyah 3 Surabaya.

Penelitian ini menggunakan metode kuantitatif dan teknik pengambilan sample menggunakan teknik sampling jenuh yaitu pengambilan sampel yang menggunakan seluruh jumlah populasi sebagai sampel sehingga sampel sejumlah 30 guru. Dengan menggunakan teknik analisis program *Partial Least Square (PLS) 3.0*

Hasil dari penelitian ini adalah Motivasi Kerja berpengaruh positif namun tidak signifikan terhadap Kinerja Guru, Kompetensi berpengaruh positif dan signifikan terhadap Kinerja Guru, Motivasi Kerja berpengaruh positif dan signifikan terhadap *Innovative Work Behavior* pada SMA Muhammadiyah 3 Surabaya, Kompetensi berpengaruh positif namun tidak signifikan terhadap *Innovative Work Behavior*, serta *Innovative work Behavior* berpengaruh positif dan signifikan terhadap Kinerja Guru pada SMA Muhammadiyah 3 Surabaya.

Kata kunci: Motivasi Kerja, Kompetensi, *Innovative Work Behavior*, Kinerja Guru



ABSTRACT

This research examines the effect of work motivation, competence, and innovative work behavior on teacher performance at SMA Muhammadiyah 3 Surabaya.

The research applies quantitatively. Furthermore, the data collection technique used saturated sampling, in which all members of the population were a sample. In line with that, there were 30 teachers as the samples. The data analysis technique used Partial Least Square (PLS) 3.0.

The result shows that work motivation has a positive but insignificant effect on teacher performance. However, competence has a positive and significant effect on teacher performance. Likewise, work motivation has a positive and significant effect on innovative work behavior at SMA Muhammadiyah 3 Surabaya. In contrast, competence has a positive but insignificant effect on innovative work behavior. In addition, innovative work behavior has a positive and significant effect on teacher performance at SMA Muhammadiyah 3 Surabaya.

Keywords: work motivation, competence, innovative work behavior, and teacher performance.

