ABSTRACT

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The Effect of Motivation and Compensation on Teacher Performance Through Teacher Work Productivity at State Vocational Schools in Depok City

The teacher is one of the components of education that will determine the implementation of the educational process. The existence of the teacher is the main actor as a facilitator in the implementation of the students' teaching and learning process. Therefore, the presence and professionalism of teachers is very influential in realizing the national education program.

The population of this research is teachers of State Vocational Schools in the Depok City area, totaling 155 teachers with a sample of 60 respondents. The results showed there is a significant influence of Motivation and Compensation on Work Productivity of State Vocational High School Teachers in Depok City. Variables of Work Motivation and Compensation contributed 54.79% to Productivity Work. There is a significant influence of Work Motivation, Compensation, and Work Productivity on the Performance of SMK Negen Teachers in Depok City. Variables of Work Motivation, Compensation, and Work Productivity contributed 63.7% to the Performance of State Vocational High School Teachers in Depok. There was a significant indirect effect on Work Motivation, and Compensation Against Teacher Performance Through Work Productivity State Vocational High School Teachers in Depok City. This is evidenced by the value of indirect influence (0.305) > direct influence value (0.229), it is concluded that there is a significant indirect effect of variable XI on Y through Z. 0.209), it is concluded that there is a significant indirect effect of variable X: on Y through Z obtained data that the effectiveness of uncompetence and school environmental factors have a dominant influence on the confidence of SMK students in Depok City.


Keywords: Motivation, Compensation, Teacher Performance, Teacher Work Productivity, State Vocational Schools in Depok City

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