

## **ABSTRAK**

Tujuan penelitian ini adalah untuk mendeskripsikan dan menganalisis pengaruh pembelajaran organisasi dan motivasi spiritual terhadap kinerja guru pengabdian di PPMI Assalaam. Sampel dalam penelitian ini menggunakan teknik sensus, yaitu semua sampel menjadi objek penelitian dan dilakukan penelitian satu persatu tanpa terkecuali dengan jumlah sampel sebanyak 82 guru pengabdian di PPMI Assalaam. Alat analisisnya adalah path analysis, dimana sebelumnya dilakukan uji validitas dan uji reliabilitas serta uji asumsi klasik.

Hasil pengujian menunjukkan pembelajaran organisasi berpengaruh positif terhadap motivasi spiritual. Pembelajaran organisasi berpengaruh positif terhadap kinerja guru, dan motivasi spiritual berpengaruh positif terhadap kinerja guru. Motivasi spiritual mampu menjadi variabel intervening antara pembelajaran organisasi terhadap kinerja guru, sehingga dapat diartikan bahwa semakin tinggi tingkat kapasitas pembelajaran maka akan menambah motivasi spiritual guru dan itu akan berdampak pada tingginya kinerja guru dalam proses belajar mengajar.

**Kata kunci :** Pembelajaran organisasi, motivasi spiritual, dan kinerja guru.

## ABSTRAC

*The purpose of this study is to describe and analyze the influence of organizational learning and spiritual motivation on the performance of teachers devotion in PPMI Assalaam. The sample in this study used census technique, all samples became the object of research and conducted research one by one without exception with the number of samples is 82 teachers devotion in PPMI Assalaam. The analytical tool is path analysis, where previously tested validity and reliability test and the classical assumption test.*

*Test result show that organizational learning has a positive effect on spiritual motivation, organizational learning has a positive effect on the teacher performance, and spiritual motivation have a positive effect on teachers performance. Spiritual motivation can be an intervening variable between organizational learning on teacher performance, so it can be interpreted that the higher level of learning capacity will increase the teacher's spiritual motivation and impact on the high performance of the teachers in the learning process.*

**Keywords :** *Organizational learning, spiritual motivation, and teachers performance.*