

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi ekstrinsik dan job satisfaction terhadap kinerja guru wiyata bhakti melalui komitmen organisasi. Pentingnya motivasi ekstrinsik dan job satisfaction untuk meningkatkan kinerja guru wiyata bhakti melalui komitmen organisasi telah banyak didiskusikan di beberapa kajian pustaka. Meskipun banyak sekali faktor-faktor lain yang mempengaruhi kinerja guru wiyata bhakti, penelitian ini hanya membahas tentang keberadaan motivasi ekstrinsik dan job satisfaction sebagai penentu kinerja guru wiyata bhakti melalui komitmen organisasi. Data diperoleh dari 76 orang responden dengan teknik pengambilan data menggunakan kuesioner, wawancara dan observasi. Analisis data menggunakan SPSS 16.0 menunjukkan bahwa kinerja guru wiyata bhakti di sekolah dapat ditingkatkan dengan memperhatikan tingkat motivasi ekstrinsik, job satisfaction dan komitmen organisasi terhadap sekolah. Motivasi ekstrinsik dan komitmen organisasi memiliki pengaruh positif dan signifikan terhadap kinerja guru wiyata bhakti. Job satisfaction memiliki pengaruh positif dan tidak signifikan terhadap kinerja guru.

Kata kunci : motivasi ekstrinsik, *job satisfaction*, komitmen organisasi, dan kinerja guru

ABSTRACT

The purpose of this research to analyze the influence of extrinsic motivation and job satisfaction on the performance of wiyata bhakti teachers through organizational commitment. The importance of extrinsic motivation and job satisfaction to improve the performance of wiyata bhakti teachers through organizational commitment has been widely discussed in several literature reviews. Although many other factors influence the performance of wiyata bhakti teachers, this study only discusses the existence of extrinsic motivation and job satisfaction as a determinant of wiyata bhakti teacher performance through organizational commitment. Data has gathered from 76 respondents with data collection technique using questioner, interview and observation. Data analysis using SPSS 16.0 shows that the performance of wiyata bhakti teachers in schools can be improved by taking into account extrinsic motivation, job satisfaction and organizational commitment to school. Extrinsic motivation and organizational commitment have a positive and significant influence on teacher performance wiyata bhakti. Job satisfaction has a positive and insignificant effect on teacher performance.

Keywords : Extrinsic Motivation, Job Satisfaction, Organizational Commitment, and Teachers Performance