

## ABSTRAK

### HUBUNGAN PENGALAMAN, MOTIVASI, DAN DISIPLIN KERJA TERHADAP PRESTASI KERJA GURU

Studi Kasus : Guru-guru SMK YPKK I Sleman Yogyakarta

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Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan yang positif dan signifikan antara : 1) pengalaman kerja dengan prestasi kerja guru, 2) motivasi kerja dengan prestasi kerja guru, 3) disiplin kerja terhadap prestasi kerja guru, 4) pengalaman, motivasi, dan disiplin kerja secara bersama-sama terhadap prestasi kerja guru.

Penelitian dilaksanakan di SMK YPKK I Sleman pada bulan Oktober-November 2003. Dalam penelitian ini yang menjadi populasi adalah guru-guru SMK YPKK I Sleman diambil semua sebagai subyek penelitian. Teknik pengumpulan data yang digunakan adalah kuesioner, yang dilengkapi dengan wawancara dan dokumentasi.

Untuk mengetahui hubungan yang positif dan signifikan antara pengalaman kerja, motivasi kerja, disiplin kerja dengan prestasi kerja guru digunakan analisis korelasi *Product Moment*. Sedangkan untuk mengetahui hubungan yang positif dan signifikan antara pengalaman, motivasi, dan disiplin kerja secara bersama-sama dengan prestasi kerja guru digunakan analisis korelasi ganda.

Hasil penelitian menunjukkan bahwa terdapat hubungan yang positif dan signifikan antara : (1) pengalaman kerja dengan prestasi kerja guru ( $r_{x1y} = 0,420$ ); (2) motivasi kerja dengan prestasi kerja guru ( $r_{x2y} = 0,571$ ); (3) disiplin kerja dengan prestasi kerja guru ( $r_{x3y} = 0,612$ ); (4) pengalaman, motivasi, dan disiplin kerja secara bersama-sama terhadap prestasi kerja guru ( $R_{xy123} = 0,762$ ).

## ABSTRACT

### **THE RELATIONSHIP BETWEEN WORK EXPERIENCE, WORK MOTIVATION, WORK DISCIPLINE AND TEACHERS' WORK PERFORMANCE**

**A Case Study : Teachers of "SMK YPKK I", Sleman Yogyakarta**

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This research was aimed to know whether or not there were positive and significant relationships between : 1) work experience and teachers' work performance, 2) work motivation and teachers' work performance, 3) work discipline and the teachers' work performance, 4) work experience, work motivation, work discipline taken together and teachers' work performance.

The research was carried out at "SMK YPKK I", Sleman from October to November 2003. In this research, teachers of "SMK YPKK I", Sleman became the population and they were taken entirely as subjects of the research. The data collecting techniques used were questionnaire, completed with interviews and documentation.

In order to understand positive and significant relationships between work experience, work motivation, work discipline and the teachers' work performance, the correlation analysis of Product Moment was used. Whereas, in order to know positive and significant relationship between work experience, work motivation, work discipline taken together and the teachers' work performance, multiple corelation analysis was used.

The results of the research showed that there were positive and significant relationships between : (1) work experience and teachers' work performance ( $r_{x1y} = 0.420$ ); (2) work motivation and teachers' work performance ( $r_{x2y} = 0.571$ ); (3) work discipline and the teachers' work performance ( $r_{x3y} = 0.612$ ): (4) work experience, work motivation, and work discipline taken together and the teachers' work performance ( $R_{xy123} = 0.762$ ).