

ABSTRAK**ANALISIS PERBEDAAN MOTIVASI KERJA DAN KINERJA GURU
PADA GURU BERSERTIFIKAT DAN TIDAK BERSERTIFIKAT DI SMK
NEGERI 1 BANTUL DAN SMK PUTRA TAMA BANTUL
YOGYAKARTA.**

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Penelitian ini bertujuan untuk menguji dan menganalisis: (1) perbedaan motivasi kerja pada guru bersertifikat dan tidak bersertifikat dan (2) perbedaan kinerja guru pada guru bersertifikat dan tidak bersertifikat. Penelitian dilaksanakan di SMK Negeri 1 Bantul dan SMK Putra Tama Bantul Yogyakarta pada bulan Desember 2020.

Penelitian ini merupakan penelitian kausal komparatif. Sampel dalam penelitian ini adalah guru-guru bersertifikasi dan tidak bersertifikasi di SMK Negeri 1 Bantul dan SMK Putra Tama Bantul Yogyakarta. Teknik sampling yang digunakan adalah sampling jenuh. Sampel penelitian sebanyak 80 responden. Teknik pengumpulan data menggunakan kuesioner. Data dianalisis dengan menggunakan uji *Man-Whitney*.

Hasil analisis data menunjukkan bahwa: (1) tidak terdapat perbedaan motivasi kerja pada guru bersertifikat dan tidak bersertifikat dan (2) terdapat perbedaan kinerja guru pada guru bersertifikat dan tidak bersertifikat.

Kata kunci: motivasi kerja guru, kinerja guru, guru bersertifikat, dan guru tidak bersertifikat.

ABSTRACT***THE ANALYSIS OF THE DIFFERENCE OF WORK MOTIVATION AND
TEACHER PERFORMANCE BETWEEN CERTIFIED AND UNCERTIFIED
TEACHERS IN SMK NEGERI 1 BANTUL AND SMK PUTRA TAMA
BANTUL YOGYAKARTA***

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This study aims to examine and analyze: (1) the difference of teacher work motivation between certified and non certified teacher and (2) the difference of teacher performance between certified and non certified teachers. The research was conducted at SMK Negeri 1 Bantul and SMK Putra Tama Bantul Yogyakarta in December 2020.

This research is a causal comparative study. The research sample were certified and non certified teachers at SMK Negeri 1 Bantul and SMK Putra Tama Bantul Yogyakarta. The research sampling technique was saturated sampling technique. The research sample covered 80 respondents. The data collection technique was a questionnaire. The data analysis technique was the Man-Whitney test.

The results of the data analysis show that: (1) there is no difference in work motivation between certified and non certified teachers, and (2) there is a difference in teacher performance between certified and non certified teacher.

Keywords: *teacher work motivation, teacher performance, certified teacher, and non certified teacher.*