

ABSTRAK

ANALISIS PERBEDAAN MOTIVASI KERJA DAN KINERJA GURU PADA GURU BERSERTIFIKAT DAN TIDAK BERSERTIFIKAT DI SMA NEGERI 1 DAN 2 NUBATUKAN KABUPATEN LEMBATA

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Penelitian ini bertujuan untuk menguji dan menganalisis ada tidaknya perbedaan motivasi kerja dan kinerja guru pada guru bersertifikat dan tidak bersertifikat di SMA Negeri 1 dan 2 Nubatukan, Kabupaten Lembata. Penelitian dilaksanakan pada bulan Januari 2021.

Penelitian ini merupakan penelitian komparatif. Populasi penelitian adalah guru SMA Negeri 1 dan SMA Negeri 2 Nubatukan Kabupaten Lembata. Sampel pada penelitian ini berjumlah 82 guru. Teknik pengambilan sampel yang digunakan adalah sampel jenuh. Teknik pengumpulan data yang digunakan adalah kuesioner. Data dianalisis dengan menggunakan uji Man-Whitney.

Hasil penelitian menunjukkan bahwa: (1) terdapat perbedaan motivasi kerja antara guru bersertifikat dan tidak bersertifikat di SMA Negeri 1 dan 2 Nubatukan Kabupaten Lembata dan (2) terdapat perbedaan kinerja guru antara guru bersertifikat dan tidak bersertifikat di SMA Negeri 1 dan 2 Nubatukan Kabupaten Lembata.

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

ABSTRACT

***THE ANALYSIS OF THE DIFFERENCES OF WORK
MOTIVATION AND TEACHER PERFORMANCE BETWEEN
CERTIFIED AND UNCERTIFIED TEACHERS IN SMA NEGERI
1 AND 2 NUBATUKAN LEMBATA DISTRICT***

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The objective of this study were to examine and analyze whether there are differences in work motivation and teacher performance between certified and uncertified teachers in SMA Negeri 1 and 2 Nubatukan, Lembata District. The research was conducted in January 2021.

This study is a comparative research. The research population were teachers of SMA Negeri 1 and SMA Negeri 2 Nubatukan, Lembata District. The number of sample was 82 teachers. The research sampling technique was saturated sampling technique. The data collection technique was a questionnaire. The data analysis technique was Man Whitney test.

The following conclusions can be drawn from the present: (1) there were differences of work motivation between certified and non-certified teachers in SMA Negeri 1 and 2 Nubatukan, Lembata District and (2) there were differences of teacher performance between certified and non-certified teachers in SMA Negeri 1 and 2 Nubatukan, Lembata District.

Keywords: *work motivation, teacher performance, certified teachers, non-certified teachers.*