

**ABSTRAK**

**PENGARUH MONITORING, EVALUASI DAN MOTIVASI KERJA  
TERHADAP KINERJA GURU DI YAYASAN PENDIDIKAN CHARITAS**

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Penelitian ini bertujuan untuk mengetahui dan menganalisis pelaksanaan monitoring dan evaluasi serta motivasi kerja terhadap kinerja guru secara parsial dan simultan. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif korelasi. Metode kuantitatif korelasi adalah metode penelitian yang digunakan untuk mengukur pengaruh antara dua variabel atau lebih dan mendeteksi pengaruh atau hubungan antara variabel bebas terhadap variabel terikat. Pengumpulan data menggunakan kuesioner, observasi dan dokumentasi. Data yang sudah terkumpul kemudian dibuat tabulasi. Data yang sudah ditabulasikan selanjutnya dianalisis menggunakan regresi linier berganda pada SPSS25.

Secara parsial hasil analisis berdasarkan nilai signifikan dan t tabel pada data kuesioner untuk monitoring dan evaluasi tidak menunjukkan adanya pengaruh terhadap kinerja guru. Namun untuk motivasi ada pengaruh positif dan signifikan terhadap kinerja guru. Berdasarkan data observasi; monitoring dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja guru di SDS Charitas St. Stephanus. Dan secara simultan monitoring, evaluasi dan motivasi kerja mempunyai pengaruh yang positif dan signifikan terhadap kinerja guru di SDS Charitas St. Stephanus. Pengaruh monitoring, evaluasi dan motivasi terhadap kinerja guru 78,2% (data kuesioner), dan data observasi 86,5%. Nilai korelasi koefisien regresi berganda dari kuesioner 0,884 dan observasi 0,930. Berdasarkan data observasi pengaruh monitoring terhadap kinerja guru 0,014 dan motivasi 0,01. Koefisien determinasi dari data kuesioner 75.1% dan data observasi 84,6%. Nilai reliabel dari masing-masing variabel tinggi: monitoring 0,786, evaluasi: 0,971, motivasi 0,918, kinerja guru 0,950.

**Kata Kunci:** Monitoring, Evaluasi, Motivasi, Kinerja guru

## ABSTRACT

This research is intended to determine and analyze the implementation of monitoring and evaluation as well as work motivation on the teachers' performance partially and simultaneously. The method used in this research was a quantitative correlation method. The quantitative correlation method is a research method used to measure the influence between two or more variables and detect the influence or relationship between the independent variables and the dependent variables. The data collections applied were questionnaires, observation, and documentation. The data that had been collected was then tabulated. The tabulated data was then analyzed using multiple linear regression in SPSS 25.

Partially, the results of the analysis based on significant values and t tables on questionnaire data for monitoring and evaluation did not show any influence on the teachers' performance. However, for work motivation, there was a positive and significant influence on the teachers' performance. Based on observation data, monitoring, and work motivation had a positive and significant effect on the teachers' performance at SDS Charitas St. Stephanus. And simultaneously monitoring, evaluation, and work motivation had a positive and significant influence on teacher performance at SDS Charitas St. Stephanus. The influence of monitoring, evaluation, and work motivation on the teachers' performance was 78.2% (questionnaire data), and observation data was 86.5%. The correlation coefficient value of multiple regression from the questionnaire was 0.884 and observation was 0.930. Based on observation data, the effect of monitoring on teacher performance was 0.014 and work motivation was 0.01. The coefficient of determination from questionnaire data was 75.1% and observation data was 84.6%. The reliable value of each variable was high: monitoring was 0.786, evaluation was 0.971, work motivation was 0.918, the teachers' performance was 0.950.

**Keywords:** Monitoring, Evaluation, Motivation, Teachers' performance

