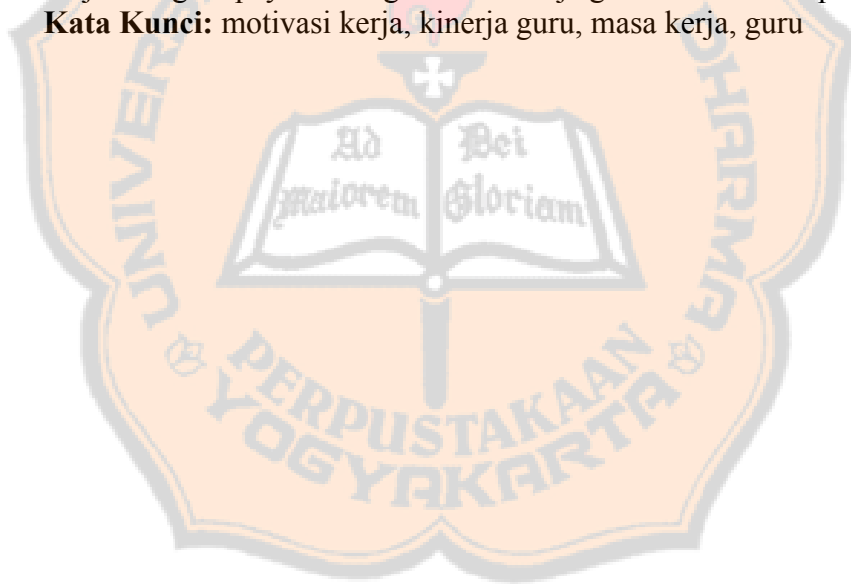


ABSTRAK

Graciella, Angela Candida 2026. Hubungan Motivasi Kerja dan Kinerja pada Guru yang Memiliki Masa Kerja 1 - 10 Tahun. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi. Universitas Sanata Dharma.

Penelitian ini bertujuan untuk menguji hubungan antara motivasi kerja dan kinerja pada guru yang memiliki masa kerja 1 – 10 tahun. Partisipan penelitian terdiri dari 161 guru berusia 25–44 tahun, yang terdiri dari 83 guru laki-laki dan 78 guru perempuan, serta dipilih menggunakan teknik *non - probability sampling*. Data dikumpulkan secara daring menggunakan kuesioner yang terdiri dari adaptasi *Work Extrinsic and Intrinsic Motivation Scale* (WEIMS) dan *Individual Work Performance Questionnaire* (IWPQ). Hasil analisis korelasi *Pearson Product Moment* menunjukkan adanya hubungan positif yang signifikan antara motivasi kerja dan kinerja guru ($r = 0,856$; $p < 0,001$). Temuan ini mengindikasikan bahwa semakin tinggi motivasi kerja, semakin tinggi pula kinerja yang ditunjukkan oleh guru, sehingga penting bagi sekolah untuk mendukung pengembangan motivasi kerja sebagai upaya meningkatkan kinerja guru dan kualitas pengajaran.

Kata Kunci: motivasi kerja, kinerja guru, masa kerja, guru



ABSTRACT

Graciella, Angela Candida 2026. *The Relationship Between Work Motivation and Job Performance Among Teachers with 1–10 Years of Work Experience*. Thesis. Yogyakarta: Psychology, Faculty of Psychology, Sanata Dharma University.

This study aimed to examine the relationship between work motivation and job performance among teachers with 1–10 years of teaching experience. The participants consisted of 161 teachers aged 25–44 years, including 83 male teachers and 78 female teachers, who were selected using a non-probability sampling technique. Data were collected online using a questionnaire consisting of the adapted Work Extrinsic and Intrinsic Motivation Scale (WEIMS) and the Individual Work Performance Questionnaire (IWPQ). Pearson's Product-Moment correlation analysis revealed a significant positive relationship between work motivation and teachers' job performance ($r = .856, p < .001$). These findings indicate that higher levels of work motivation are associated with higher levels of job performance among teachers. Therefore, it is important for schools to support the development of teachers' work motivation as an effort to enhance their job performance and improve the quality of teaching.

Keywords: work motivation, teacher performance, length of service, teachers