

# ANALISIS PENGARUH LINGKUNGAN KERJA, DISIPLIN DAN TUNJANGAN PROFESI TERHADAP KINERJA GURU DI DINAS PENDIDIKAN KABUPATEN TOBA SAMOSIR

## ABSTRAK

Sumber daya manusia mempunyai peranan penting bagi organisasi karena dengan memiliki bakat, tenaga dan kreativitas yang sangat dibutuhkan untuk menggerakkan organisasi dalam upaya mencapai tujuan. Sumber daya yang ada tidak akan berarti apabila tidak dikelola dengan baik, untuk mengelolanya dibutuhkan sumber daya manusia. Adanya sumber daya manusia yang kreatif menyebabkan organisasi dinamis. Dalam kegiatannya organisasi seharusnya mempunyai sistem penilaian kinerja yang efektif. Kinerja guru di lingkungan Dinas Pendidikan Kabupaten Toba Samosir belum seperti yang diharapkan. Masih banyak terkendala dalam melaksanakan tugas dan guru belum bisa bekerja secara optimal. Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh lingkungan kerja, disiplin dan tunjangan berpengaruh positif dan signifikan terhadap kinerja guru di Dinas Pendidikan Kabupaten Toba Samosir. Metode yang digunakan dalam penelitian ini adalah pendekatan survey, jenis penelitian ini adalah deskriptif kuantitatif dan sifat penelitian ini adalah deskriptif eksplanatory. Metode statistik deskriptif dengan menggunakan uji F, uji t dan *R Square*. Jumlah Populasi Dinas Pendidikan Kabupaten Toba Samosir sebanyak 360 orang dan sampel penelitian sebanyak 190 orang. Metode pengumpulan data dilakukan dengan wawancara, daftar pertanyaan dan studi dokumentasi. Metode analisis data yang digunakan adalah regresi linear berganda dengan menggunakan *software* SPSS. Hasil penelitian menunjukkan bahwa lingkungan kerja, disiplin dan tunjangan profesi guru secara simultan dan parsial berpengaruh positif dan signifikan terhadap kinerja guru di Dinas Pendidikan Kabupaten Toba Samosir. Variabel disiplin yang dominan berpengaruh terhadap kinerja guru di Dinas Pendidikan Kabupaten Toba Samosir. Nilai Koefisien Determinasi (*adjusted R Square*) diperoleh dari penelitian ini sebesar 74,2%. Hal ini berarti bahwa kemampuan variabel lingkungan kerja, disiplin dan tunjangan profesi guru dapat menjelaskan variabel kinerja guru di Dinas Pendidikan Kabupaten Toba Samosir sebesar 74,2%, sedangkan sisanya sebesar 25,8% dijelaskan oleh variabel lainnya.

**Kata kunci** : lingkungan kerja, disiplin tunjangan profesi dan kinerja

**THE ANALYSIS OF THE INFLUENCE OF WORK ENVIRONMENT,  
DISCIPLINE AND TEACHER'S PROFESSIONAL ALLOWANCE  
ON THE PERFORMANCE OF TEACHER IN TOBA SAMOSIR  
DISTRICT EDUCATION SERVICE**

**ABSTRACT**

*Human resources plays an important role for an organization because they have talent, power and creativity which are very much needed to generate an organization in an attempt to achieve its goal. The available human resources will be meaningless unless they are well managed and to manage them human resources are also needed. The availability of creative human resources can make an organization dynamic. In its activity, an organization should have the effective performance evaluation system. The performance of the teachers of Toba Samosir District Education Service is not yet like what is expected. The teachers have not been able to work optimally due to the many constraints faced by the teachers in performing their duties. The purpose of this study to find out and analyze the influence of work environment, discipline and allowance with positive and significant influence on the performance of teacher of Toba Samosir District Education Service. The population of this explanatory descriptive quantitative survey study using F-test, t-test and R Square statistic methods was 360 teachers of Toba Samosir District Education Service and 190 of them were selected to be the samples for this study. The data for this study were obtained through interviews, questionnaire distribution and documentation study. The data obtained were statistically analyzed through multiple linear regression tests using SPSS program. The result of this study showed that, simultaneously and partially, work environment, discipline and teacher's professional allowance had positive and significant influence on the performance of the teachers of Toba Samosir District Education Service. Discipline was the most dominant variable influencing the performance of the teachers of Toba Samosir District Education Service. The adjusted R-Square (the value of Determination Coefficient) obtained in this study was 74.2% which means that the variables of work environment, discipline and teacher's professional allowance can only explain 74.2% of the performance of the teachers of Toba Samosir District Education Service while the remaining 25.8% is explained by the other variables.*

**Keywords:** *Work Environment, Discipline, Professional Allowance, Performance*