

ABSTRAK

Muqiita Azzahra, 210541100139, Pengaruh Motivasi terhadap Kinerja pada Guru yang Mengalami Keterlambatan Tunjangan di SMK X, Program Studi Psikologi, Universitas Trunojoyo Madura, 2025.

Penelitian ini didasari oleh fenomena keterlambatan tunjangan yang berpotensi mempengaruhi motivasi terhadap kinerja guru. Tujuan penelitian ini untuk mengetahui pengaruh motivasi terhadap kinerja guru yang mengalami keterlambatan tunjangan di SMK X. Metode yang digunakan dalam penelitian ini yakni kuantitatif dengan pendekatan korelasi kausal. Teknik pengambilan sampel menggunakan sampling jenuh, dengan kriteria yang sudah ditentukan yakni: 1) Guru aktif yang mengajar minimal satu tahun terakhir, pernah mengalami keterlambatan tunjangan, berupa tunjangan profesi guru (sertifikasi), honor kegiatan tambahan, atau tunjangan kinerja lainnya. 2) Berusia 25-65 tahun. Data dikumpulkan melalui analisis regresi linier sederhana. Diketahui nilai F hitung sebesar 38.548 dengan tingkat signifikansi sebesar $0,000 < 0,05$ dan nilai koefisien determinasi (R Square) adalah 0,562, dapat diartikan bahwa ada pengaruh variabel bebas (motivasi) terhadap variabel terikat (kinerja) dan besarnya pengaruh ialah sebesar 56,2%. Hasil penelitian tersebut menunjukkan adanya pengaruh yang signifikan antara motivasi terhadap kinerja guru, meskipun mengalami keterlambatan dalam penerimaan tunjangan. Temuan ini menegaskan bahwa motivasi tetap menjadi faktor utama yang mempengaruhi kinerja guru, terlepas dari hambatan finansial yang mereka hadapi.

Kata kunci: motivasi, kinerja, guru, tunjangan, siswa

ABSTRACT

Muqiita Azzahra, 210541100139, The Influence of Motivation on the Performance of Teachers Experiencing Delayed Allowances at Vocational High School X. Psychology Study Program, Universitas Trunojoyo Madura, 2025.

This study is based on the phenomenon of delayed allowance payments, which have the potential to affect teachers' motivation and performance. The purpose of this study is to examine the effect of motivation on the performance of teachers who experience delays in receiving allowances at SMK X. This study employs a quantitative method with a causal correlational approach. The sampling technique used in this study was saturated sampling, with predetermined criteria, namely: (1) active teachers who have been teaching for at least one year and have experienced delays in receiving allowances, including professional teacher allowances (certification), additional activity honoraria, or other performance-related allowances; and (2) teachers aged between 25 and 65 years. Data were analyzed using simple linear regression analysis. The results show that the calculated F value is 38.548 with a significance level of $0.000 < 0.05$, and the coefficient of determination (R Square) is 0.562. These findings indicate that the independent variable (motivation) has a significant effect on the dependent variable (performance), with an effect size of 56.2%. The results of the study demonstrate a significant influence of motivation on teachers' performance, although experiencing delays in the receipt of allowances. These findings emphasize that motivation continues to be a primary factor affecting teachers' performance, regardless of the financial constraints they face.

Keywords: motivation, performance, teacher, allowance, student