

ABSTRAK

Zawaidul Anwar. 2019. Pengaruh Pengalaman Kerja, Gaya Kepemimpinan dan Motivasi Terhadap Kinerja Guru di Madrasah Ibtidaiyah Nurul Yaqin Lembung Barat Kecamatan Lenteng Kabupaten Sumenep. Skripsi, Prodi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Wiraraja Sumenep. Pembimbing : Rusnani, SE, MM.

Kinerja guru dalam lembaga pendidikan haruslah diperhatikan dengan baik. Kinerja dipengaruhi oleh beberapa faktor, salah satunya Pengalaman Kerja, Gaya kepemimpinan dan Motivasi memberikan dampak positif pada peningkatan kinerja guru. Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi dan lingkungan kerja terhadap kinerja guru di Madrasah Ibtidaiyah Nurul Yaqin.

Penelitian ini dilakukan di Madrasah Ibtidaiyah Nurul Yaqin Lembung Barat Kecamatan Lenteng Kabupaten Sumenep. Penelitian ini menggunakan Jenis penelitian kuantitatif dengan metode sampel jenuh, dan diperoleh jumlah responden sebanyak 35 guru yang menjadi sampel penelitian. Teknik analisis data yang digunakan didalam penelitian ini adalah menggunakan uji validasi, uji reliabilitas, asumsi klasik, regresi berganda, dan uji hipotesis.

Hasil penelitian menunjukkan bahwa, Pengalaman Kerja, Gaya Kepemimpinan dan Motivasi berpengaruh positif dan signifikan terhadap kinerja guru, dari variabel Pengalaman Kerja, Gaya Kepemimpinan dan Motivasi sama-sama memiliki pengaruh terhadap kinerja guru.

Kata Kunci: Pengalaman Kerja, Gaya Kepemimpinan, Motivasi dan Kinerja Guru.

ABSTRACT

Zawaidul Anwar. 2019. *The influence of work experience, leadership style and motivation on performance teacher at Madrasah Ibtidaiyah Nurul Yaqin Lembung Western subdistrict of Sumenep Regency Lenteng.* Thesis, Namely management, Faculty of Economics and business, University of Wiraraja Sumenep. Supervisor: Rusnani, SE, MM.

The performance of teachers in educational institutions must be cared for with good performance is affected by several factors, including work experience, leadership style and motivation gives a positive impact on improving the performance of teachers. This research aims to know the influence of compensation and work environment on performance of teachers in Madrasah Ibtidaiyah Nurul Yaqin.

This research was conducted at the Madrasah Ibtidaiyah Nurul Yaqin Lembung Western subdistrict of Sumenep Regency Lenteng research using this type of quantitative research methods saturated samples, and obtained the total number of respondents as much as 35 teachers who became the research sample. Data analysis techniques used in this research is using validas test, reliability test, classic assumption, multiple regression, and test hypotheses.

The results showed that, work experience, Motivation and Leadership styles of positive and significant effect on performance of teachers, of variable work experience, leadership style and motivation alike have an impact on teacher performance .

Keywords: *Work experience, leadership styles, motivation and performance Teacher.*