

## ABSTRAK

Susilowati, Armita. 2018. Skripsi. **Pengaruh Kualitas Kehidupan Kerja (*Quality of Work Life*) dan Komitmen Organisasi Terhadap Kinerja Guru di SMPN 1 Dringu Kabupaten Probolinggo**. Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo

Penelitian ini dilakukan di SMPN 1 Dringu Kabupaten Probolinggo dengan tujuan penelitian yang hendak dicapai adalah (1) Untuk mengetahui pengaruh yang signifikan antara kualitas kehidupan kerja (*Quality of Work Life*) dan komitmen organisasi secara parsial terhadap kinerja guru di Sekolah Menengah Pertama (SMP) Negeri 1 Dringu Kabupaten Probolinggo (2) Untuk mengetahui pengaruh yang signifikan antara kualitas kehidupan kerja (*Quality of Work Life*) dan komitmen organisasi secara simultan terhadap kinerja guru di Sekolah Menengah Pertama (SMP) Negeri 1 Dringu Kabupaten Probolinggo (3) Untuk mengetahui variabel yang paling dominan diantara kualitas kehidupan kerja (*Quality of Work Life*) dan komitmen organisasi yang berpengaruh terhadap kinerja guru di Sekolah Menengah Pertama (SMP) Negeri 1 Dringu Kabupaten Probolinggo.

Populasi dalam penelitian ini adalah seluruh guru di SMPN 1 Dringu Kabupaten Probolinggo yang berjumlah 40 orang, dengan menggunakan teknik sampling jenuh. Jenis penelitian yang digunakan dalam penelitian ini adalah penelitian kuantitatif yang bersifat asosiatif/hubungan, variabel yang digunakan meliputi kualitas kehidupan kerja (*quality of work life*), komitmen organisasi dan kinerja. Metode analisis data dari hasil penelitian ini yaitu metode deskriptif kuantitatif dengan menggunakan statistik berupa uji instrumen, uji asumsi klasik, analisis regresi berganda, pengujian hipotesis, dan koefisien determinasi.

Hasil penelitian ditunjukkan dengan persamaan regresi  $Y=2,368 + 0,663 X_1 + 0,379 X_2$  dan hasil uji hipotesis parsial  $t_{\text{tabel}}= 2,024$  dan nilai  $t_{\text{hitung}} X_1= 6,183$ ,  $X_2= 3,823$  dengan nilai signifikansi (Sig)  $0,000 < 0,005$  membuktikan bahwa kualitas kehidupan kerja (*quality of work life*) dan komitmen organisasi secara parsial berpengaruh terhadap kinerja guru. Hasil uji hipotesis simultan  $F_{\text{hitung}}^b$  sebesar  $144,605 > F_{\text{tabel}} 3,25$  dengan nilai signifikansi (Sig) sebesar  $0,000^b$  membuktikan bahwa kualitas kehidupan kerja (*quality of work life*) dan komitmen organisasi secara simultan berpengaruh terhadap kinerja guru. Hasil uji hipotesis dominan menunjukkan variabel  $X_1$  memiliki nilai *Standardized Coefficients Beta* lebih besar dibanding dengan variabel  $X_2$ .

**Kata Kunci :** Kualitas Kehidupan Kerja (*Quality of Work Life*), Komitmen Organisasi, Kinerja

## **ABSTRACT**

*This research was conducted at Junior High School 1 Dringu in the district of Probolinggo with the research objectives to be achieved were (1) To find out the significant influence between quality of work life and organizational commitment partially on the performance of teachers in Junior High School 1 Dringu in the district of Probolinggo (2) To determine the significant effect of quality of work life and simultaneous organizational commitment on teacher performance in Junior High School 1 Dringu in the district of Probolinggo (3) To find out the most variable dominant among the quality of work life and organizational commitment that influences the performance of teachers in the Junior High School 1 Dringu in the district of Probolinggo.*

*The population in this study were all teachers in Junior High School 1 Dringu in the district of Probolinggo, amounting to 40 people, using saturated sampling techniques. The type of research used in this study is associative / relationship quantitative research, the variables used include quality of work life, organizational commitment and performance. Data analysis method from the results of this study is descriptive quantitative method using statistics in the form of instrument testing, classical assumption test, multiple regression analysis, hypothesis testing, and coefficient of determination.*

*The results of the study are shown by the regression equation  $Y = 2.368 + 0.663 X_1 + 0.379 X_2$  and the results of the partial hypothesis test  $t_{table} = 2.024$  and the value  $t_{arithmetic} X_1 = 6.183$ ,  $X_2 = 3.823$  with a significance value (Sig)  $0.000 < 0.005$  proving that the quality of work life ( quality of work life and organizational commitment partially affect teacher performance. The results of simultaneous hypothesis testing  $F_{count}$  of  $144.605 > F_{table} 3.25$  with a significance value (Sig) of  $0.000b$  proving that the quality of work life and organizational commitment simultaneously affect the teacher's performance. The results of the test of the dominant hypothesis shows that the variable  $X_1$  has a Standardized Coefficients Beta value greater than the variable  $X_2$ .*

**Keywords:** *Quality of Work Life, Organizational Commitment, Performance*