

## ABSTRAK

Cahyadi, Arif Dwi. 2021. **“Pengaruh Kompetensi dan Komitmen Organisasi terhadap Kinerja Guru Pada Sekolah Menengah Atas (SMA) Zainul Hasan 1 Genggong Probolinggo.”** Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Tujuan penelitian ini adalah Untuk mengetahui pengaruh Kompetensi dan Komitmen Organisasi secara simultan, parsial dan dominan terhadap Kinerja Guru pada Sekolah Menengah Atas (SMA) Zainul Hasan 1 Genggong Probolinggo. Peneliti menggunakan deskriptif dengan pendekatan asosiatif kausal dan mengambil sampel sebanyak 40 responden, metode pengumpulan data menggunakan kuesioner dan teknik pengambilan sampel menggunakan *sampel jenuh*. Alat analisis yang digunakan adalah uji kuesioner yang terdiri dari uji validitas dan uji reliabilitas, uji asumsi klasik, uji regresi berganda, uji determinasi, uji hipotesis yang terdiri dari uji t, uji F dan uji dominan. Hasil penelitian uji validitas menunjukkan seluruh item pertanyaan valid yaitu diatas 0.312 dan hasil penelitian uji reliabilitas menunjukkan hasil reliabel yaitu diatas 0.60. Uji Normalitas menunjukkan data terdistribusi normal. Uji Multikolinieritas menunjukkan variabel bebas (X) dan variabel terikat (Y) tidak terdapat kolerasi antar variabel independen atau model regresi bebas dari multikolinieritas. Uji Heteroskedastisitas menunjukkan tidak terjadi heteroskedastisitas. Uji Autokorelasi menunjukkan tidak terjadi autokorelasi. Uji F menunjukkan bahwa variabel bebas berpengaruh secara simultan terhadap kinerja (Y) dengan nilai  $F_{hitung} > F_{tabel}$  ( $16.364 > 3.25$ ) (sig.  $0.000 < 0.05$ ). Uji t menunjukkan bahwa variabel kompetensi ( $X_1$ ) berpengaruh secara parsial terhadap kinerja (Y) yaitu dengan nilai  $t_{hitung} > t_{tabel}$  ( $9.539 > 2.026$ ) (sig.  $0.000 < 0.025$ ). Dan variabel komitmen organisasi ( $X_2$ ) berpengaruh secara parsial terhadap kinerja (Y) dengan Nilai  $t_{hitung} > t_{tabel}$  ( $4.455 > 2.026$ ) (sig.  $0.001 < 0.025$ ). Penelitian ini mendukung hasil penelitian yang dilakukan oleh Supriyanto (2017), Warongan (2014), dan Setiono (2019).

**Kata kunci: Kompetensi, Komitmen Organisasi dan Kinerja.**

## **ABSTRACT**

Cahyadi, Arif Dwi. 2021. ***“The Influence of Competence and Organizational Commitment on Teacher Performance at Zainul Hasan 1 High School (SMA) Genggong Probolinggo.”*** Management Study Program, Faculty of Economics, Panca Marga University Probolinggo.

*The purpose of this study was to determine the effect of competence and organizational commitment simultaneously, partially and dominantly on teacher performance at Zainul Hasan 1 High School (SMA) Genggong Probolinggo. The researcher used a descriptive associative causal approach and took a sample of 40 respondents, the data collection method used a questionnaire and the sampling technique used a saturated sample. The analytical tool used is a questionnaire test consisting of validity and reliability testing, classical assumption test, multiple regression test, determination test, hypothesis testing consisting of t test, F test and dominant test. The results of the validity test showed that all of the question items were valid, namely above 0.312 and the results of the reliability test research showed reliable results, which were above 0.60. Normality test shows that the data is normally distributed. Multicollinearity test shows that the independent variable (X) and the dependent variable (Y) have no correlation between the independent variables or the independent regression model of multicollinearity. Heteroscedasticity test showed that there was no heteroscedasticity. Autocorrelation test shows that there is no autocorrelation. The F test shows that the independent variables have a simultaneous effect on performance (Y) with the value of  $F_{count} > F_{table}$  ( $16.364 > 3.25$ ) (sig.  $0.000 < 0.05$ ). The t-test shows that the competency variable (X1) has a partial effect on the performance (Y) with the value of  $t_{count} > t_{table}$  ( $9,539 > 2,026$ ) (sig.  $0.000 < 0.025$ ). And organizational commitment variable (X2) has a partial effect on performance (Y) with a value of  $t_{count} < t_{table}$  ( $4.455 > 2.026$ ) (sig.  $0.001 < 0.025$ ). This study supports the results of research conducted by Supriyanto (2017), Warongan (2014), and Setiono (2019).*

**Keywords: Competence, Organizational Commitment and Performance.**