SUMMARY

PURNA YUDA MEI WIDIASTUTI. Implication of Organizational Culture, Salary and Years of Service on Motivation in Improving Teacher Performance. Supervised by MUSA HUBEIS and DADANG SUKANDA.

Teacher performance is assessed from four competencies, namely pedagogic, professional, personal and social. Of the four competencies that teachers must possess, organizational culture, salary and years of service, and motivation are among the factors that influence teacher performance. From the data of the last two years, the performance of teachers at SIT Al-Fatih 1 has decreased, so research needs to be done in relation to organizational culture, salaries and tenure, as well as motivation for teacher performance at SIT Al-Fatih 1.

This research was carried out by descriptive method using a survey approach. Respondents taken were all SIT Al-Fatih teachers 1. Data collection was done by direct interview (face to face interview) to the respondents. Interviews were conducted with structured questionnaire guides.

Path analysis was used as data processing and data analysis technique of this study. Based on the results of the research that will be conducted at SIT Al-Fatih 1, it can be concluded. The influence of organizational culture, salary and tenure on motivation simultaneously 66.3%. There is no influence of organizational culture on motivation; there is a salary effect on motivation 0.591; there is the effect of work period on motivation, the magnitude of the effect of the work period on motivation 0.334. The influence of organizational culture, salary, tenure and motivation simultaneously on teacher performance 59.2%. There is an influence of organizational culture on teacher performance 0.442; there is no salary effect on teacher performance; there is no influence on the work period on the teacher's performance; there is an influence of motivation on teacher performance, the magnitude of the influence of motivation on teacher performance 0.408.

Keywords: motivation, path analysis, organizational culture, teacher performance, salary, years of service.