

LEMBAR PERSETUJUAN PEMBIMBING

TESIS

**PENGARUH LINGKUNGAN KERJA DAN BUDAYA KERJA TERHADAP KINERJA
GURU DI SMA SE-KABUPATEN GORONTALO
DIMASA PENDEMI COVID-19**

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ABSTRAK

Sri Wahyuni Salamon. 713519002. 2022. *Pengaruh Lingkungan Kerja Dan Budaya Kerja Terhadap Kinerja Guru di SMA se- Kabupaten Gorontalo Dimasa Pandemi Covid-19.* Tesis Program Studi S2 Pendidikan Ekonomi, Program Pasca Sarajana, Universitas Negeri Gorontalo, di bawah bimbingan Bapak Dr. Drs. Arfan Arsyad, M.Pd dan Bapak Dr. Muhammad Amir Arham, M.E

Penelitian ini bertujuan untuk mengetahui pengaruh Lingkungan Kerja Dan Budaya Kerja Terhadap Kinerja Guru di SMA se- Kabupaten Gorontalo Dimasa Pandemi Covid-19. Sumber data dalam penelitian ini adalah data primer melalui penyebaran kuesioner kepada 85 orang guru. Teknik analisis data yang digunakan adalah regresi linear berganda dengan bantuan SPSS versi 21. Hasil penelitian ini menunjukkan bahwa (1) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja guru dimasa pandemi Covid-19 di Sekolah Menengah Atas (SMA) se Kabupaten Gorontalo dengan nilai koefisien determinasi parsial sebesar 33,20%. (2) Budaya kerja berpengaruh positif dan signifikan terhadap kinerja guru dimasa pandemi Covid-19 di Sekolah Menengah Atas (SMA) se Kabupaten Gorontalo dengan nilai koefisien determinasi parsial sebesar 40,10%. (3) Lingkungan kerja dan budaya kerja secara bersama-sama berpengaruh positif dan signifikan terhadap kinerja guru dimasa pandemi Covid-19 di Sekolah Menengah Atas (SMA) se Kabupaten Gorontalo. Nilai koefisien determinasi sebesar sebesar 73,30% sedangkan sisanya sebesar 26,70% dapat dijelaskan oleh variabel lain yang tidak diteliti dalam penelitian ini seperti tunjangan kinerja daerah, kompetensi guru, komitmen guru, kepemimpinan kepala sekolah dan manajemen karir guru.

Kata kunci: Kinerja Guru, Lingkungan Kerja, Budaya Kerja.

ABSTRACT

Sri Wahyuni Salamon. 713519002. 2022. *The Influence of Work Environment and Work Culture on Teachers' Performance at Senior High Schools throughout Gorontalo Regency during the Covid-19 Pandemic.* Thesis, Master's Degree Program in Economics Education, Postgraduate Program, Universitas Negeri Gorontalo. The Principal Supervisor is Dr. Drs. Arfan Arsyad, M.Pd, and the Co-supervisor is Dr. Muhammad Amir Arham, M.E.

The study aimed to determine the influence of work environment and work culture on teachers' performance at Senior High Schools throughout Gorontalo Regency during the covid-19 pandemic. The data source in this research was primary data obtained through the distribution of questionnaires to 85 teachers. In the meantime, the data analysis technique used was multiple linear regression analysis assisted by SPSS version 21. The findings denoted that (1) the work environment positively and significantly influences teachers' performance during the covid-19 pandemic at Senior High Schools throughout Gorontalo Regency with a value of the coefficient of partial determination of 33.20%. (2) Work culture positively and significantly influences teachers' performance during the covid-19 pandemic at Senior High Schools throughout Gorontalo Regency with a value of the coefficient of partial determination of 40.10%. (3) Simultaneously, work environment and work culture positively and significantly influence teachers' performance during the covid-19 pandemic at Senior High Schools throughout Gorontalo Regency with a value of the coefficient of determination of 73.30%. In comparison, the remaining 26.70% could be explained by other variables which were not examined in this study, such as regional performance allowance (TKD), teachers' competence, teachers' commitment, principals' leadership, and teachers' career management.

Keywords: Teachers' Performance, Work Environment, Work Culture.

