

ABSTRAK

FITRIANI: Pengaruh Komitmen Organisasi, Motivasi Kerja, dan Pemberian Insentif Terhadap Disiplin Kerja Guru SMA Negeri di Kabupaten Kampar. **Tesis. Yogyakarta: Program Pascasarjana, Universitas Negeri Yogyakarta, 2014.**

Penelitian ini bertujuan untuk mengetahui besarnya pengaruh komitmen organisasi, motivasi kerja, dan pemberian insentif terhadap disiplin kerja guru SMA Negeri di Kabupaten Kampar.

Penelitian ini menggunakan pendekatan kuantitatif dengan metode kausal-komparatif. Populasi dalam penelitian ini adalah seluruh guru SMA Negeri di Kabupaten Kampar yang berjumlah 796 orang. Jumlah sampel sebanyak 172 guru PNS yang diambil dari 13 sekolah. Teknik pengambilan sampel yang digunakan adalah *simple random sampling*. Teknik pengumpulan data menggunakan kuesioner dengan skala Likert. Data dianalisis dengan menggunakan analisis deskriptif, analisis regresi sederhana, dan analisis regresi ganda.

Hasil penelitian ini menyimpulkan bahwa: (1) Komitmen organisasi memiliki pengaruh terhadap disiplin kerja guru SMA Negeri di Kabupaten Kampar. Nilai korelasi yang diperoleh sebesar 0,451 ($p < 0,05$). Komitmen organisasi memberikan sumbangan sebesar 19,8% terhadap disiplin kerja. (2) Motivasi kerja berpengaruh terhadap disiplin kerja guru SMA Negeri di Kabupaten Kampar. Nilai korelasi yang diperoleh sebesar 0,44 ($p < 0,05$). Motivasi kerja memberikan sumbangan sebesar 18,9% terhadap disiplin kerja. (3) Pemberian insentif berpengaruh terhadap disiplin kerja guru SMA Negeri di Kabupaten Kampar. Nilai korelasi yang diperoleh sebesar 0,374 ($p < 0,05$). Pemberian insentif memberikan sumbangan sebesar 13,5% terhadap disiplin kerja. (4) Komitmen organisasi, motivasi kerja, dan pemberian insentif secara serentak berpengaruh terhadap disiplin kerja guru SMA Negeri di Kabupaten Kampar. Nilai korelasi yang diperoleh sebesar 0,549 ($p < 0,05$). Dan secara bersama-sama memberikan sumbangan sebesar 28,9% terhadap disiplin kerja guru SMA Negeri di Kabupaten Kampar.

Kata Kunci: Komitmen organisasi, motivasi kerja, pemberian insentif, disiplin kerja

ABSTRACT

FITRIANI: *The Effect of Organizational Commitment, Work Motivation, and Incentives on the Teachers Work Discipline the State High Schools in Distric Kampar.* **Thesis. Yogyakarta: Graduated School, Yogyakarta State University, 2014.**

This study aims to determine the effect of organizational commitment, work motivation, and incentives on teachers work discipline in the State High Schools in Distric Kampar.

The study used a quantitative approach with a causal-comparative method. The populations of this study were all teachers of the State High Schools in Distric Kampar, they were all 796 teachers. The sample of this study were 172 teachers, taken from 13 schools. The sampling technique used was simple random sampling technique. Data collection technique used the Likert Scale questionnaires. The data were analyzed using a descriptive analysis, simple regression analysis, and multiple regression analysis.

The results of this study show that: (1) Organizational commitment has effect on the work discipline of teachers of the State High Schools in Distric Kampar. Correlation values obtained are 0.451 ($p < 0.05$). Organizational commitment contributes 19.8%. (2) Work motivation has effect on the work discipline of teachers of the State High Schools in Distric Kampar. Correlation values obtained are 0.440 ($p < 0.05$). Work motivation contributes 18.9%. (3) Incentives has effect on the work discipline of teachers of the State High Schools in Distric Kampar. Correlation values obtained are 0.374 ($p < 0.05$). Incentives contributes 13.5%. (4) Organizational commitment, work motivation, and incentives simultaneously affect the work discipline of teachers of the State High Schools in Distric Kampar. Correlation values obtained are 0.549 ($p < 0.05$), and together contributes 28.9% of the work discipline of teachers the State High Schools in District Kampar.

Key Word: *Organizational commitment, work motivation, incentives, work discipline*