

ABSTRACT

Teacher performance is fundamental factor in improving quality of education. Teachers who have high motivation and work discipline are able to create effective learning, thereby having positive impact on student achievement. This research aims to analyze conditions of work motivation, work discipline and teacher performance at SDIT Al-Ummah Jombang, as well as examining the influence of these two independent variables partially and simultaneously on teacher performance.

This research uses quantitative methods with descriptive and causal research types. The sampling technique used saturated sampling technique with 44 teachers as respondents. Data analysis uses two statistical methods, namely descriptive analysis and multiple linear regression.

The research results show that work motivation is in the good category with percentage of 73%, work discipline is in the very good category with percentage of 89%, while teacher performance is in the good category with percentage of 80%. Regression analysis shows that Work Motivation variable has positive and significant influence on teacher performance partially with calculated t value of $2.135 > t$ table 2.020 with significance value of 0.000 . The Work Discipline variable has positive and significant influence on teacher performance partially with a calculated t value of $6.309 > t$ table 2.020 with significance value of 0.000 . Work Motivation (X1) and Work Discipline (X2) have positive and significant influence on Teacher Performance (Y) simultaneously with calculated F value of $32.367 > F$ table 3.22 with significance value of 0.000 , with determination value of 67.3% .

The conclusion that can be drawn is that work motivation is in the good category, work discipline is in the very good category, and teacher performance is in the good category. The variables Work Motivation (X1) and Work Discipline (X2) have a significant and positive effect on Teacher Performance (Y) for SDIT Al-Ummah Jombang teachers, both partially and simultaneously.

Keywords: Teacher Performance, Work Motivation, Work Discipline, Human Resource