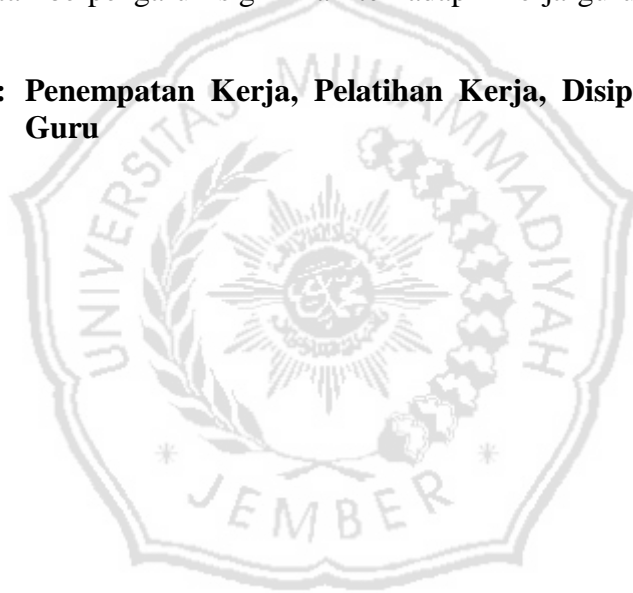


ABSTRAK

Penelitian ini bertujuan untuk mengetahui analisis pengaruh penempatan kerja, pelatihan kerja, dan disiplin kerja terhadap kinerja guru di SMK Negeri 06 Jember. Teknik pengumpulan data menggunakan observasi, wawancara dan kuesioner terhadap 68 responden dengan teknik sensus. Metode penelitian menggunakan penelitian kausal. Analisis yang digunakan meliputi uji instrumen penelitian (uji validitas dan uji reabilitas), analisis regresi linier berganda, uji asumsi klasik (uji multikolinieritas, uji heteroskedastisitas, dan uji normalitas), uji hipotesis (uji t dan uji F), dan uji determinasi. Penelitian ini menunjukkan bahwa penempatan kerja berpengaruh signifikan terhadap kinerja guru di SMK Negeri 06 Jember, pelatihan kerja berpengaruh signifikan terhadap kinerja guru di SMK Negeri 06 Jember, disiplin kerja berpengaruh signifikan terhadap kinerja guru di SMK Negeri 06 Jember, dan penempatan kerja, pelatihan kerja, dan disiplin kerja secara simultan berpengaruh signifikan terhadap kinerja guru di SMK Negeri 06 Jember .

Kata Kunci: Penempatan Kerja, Pelatihan Kerja, Disiplin Kerja, Kinerja Guru



ABSTRACT

The aims of the research are the effect of job placement, job training, and job discipline on teacher performance at SMK Negeri 06 Jember. The techniques of data collection used observation, interviews and questionnaires on 68 respondents used census techniques. Method using causal research. Data analysis used include the test of the research instrument (test of validity and reliability test), multiple linear regression analysis, classical assumption test (multicollinearity test, heteroscedasticity test, and normality test), hypothesis test (t test and f test), and coefficient of determination. The conclusion of the research indicates that the job placement has significant effect on teacher performance of SMK Negeri 06 Jember, the job training has significant effect on teacher performance of SMK Negeri 06 Jember, the job discipline has a significant effect on teacher performance of SMK Negeri 06 Jember, and the job placement, job training, and job discipline simultaneously has a significant effect on teacher performance of SMK Negeri 06 Jember.

Keyword: Job Placement, Job Training, Job Discipline, Teacher Performance

