

ABSTRAK

Penelitian ini dilakukan pada seluruh guru dan karyawan SMKN Rowokangkung Lumajang. Penelitian ini bertujuan untuk mengetahui pengaruh *adversity quotient*, etos kerja dan budaya organisasi terhadap kinerja guru dan karyawan. Dalam penelitian ini data dikumpulkan dengan alat bantu berupa observasi, wawancara dan kuesioner terhadap 42 responden dengan teknik *sensus*, yang bertujuan untuk mengetahui persepsi responden terhadap masing-masing variabel. Analisis yang digunakan meliputi uji instrumen data (uji validitas, dan uji reliabilitas), analisis regresi linear berganda, uji asumsi klasik (uji normalitas, uji multikolinearitas, uji heteroskedastisitas), dan uji hipotesis (uji F, uji t, koefisien determinasi). Dari hasil analisis menggunakan regresi dapat diketahui bahwa variabel *adversity quotient*, etos kerja dan budaya organisasi, semuanya berpengaruh positif terhadap kinerja guru dan karyawan. Dari uji t diperoleh hasil *adversity quotient*, etos kerja dan budaya organisasi, semuanya berpengaruh signifikan terhadap kinerja guru dan karyawan.

Kata kunci: *adversity quotient*, etos kerja, budaya organisasi dan kinerja guru dan karyawan



ABSTRACT

This research was conducted on all teachers and employees of Rowokangkung Lumajang Vocational School. This study aims to determine the effect of adversity quotient, work ethic and organizational culture on teacher and employee performance. In this study data were collected with tools in the form of observation, interviews and questionnaires against 42 respondents with census techniques, which aim to determine respondents' perceptions of each variable. The analysis used includes data instrument testing (validity test and reliability test), multiple linear regression analysis, classic assumption test (normality test, multicollinearity test, heteroscedasticity test), and hypothesis testing (F test, t test, coefficient of determination). From the results of the analysis using regression it can be seen that the variable adversity quotient, work ethic and organizational culture, all have a positive effect on teacher and employee performance. From the t test, the results of adversity quotient, work ethic and organizational culture were obtained, all of which had a significant effect on teacher and employee performance.

Keywords: *adversity quotient, work ethic, organizational culture and teacher and employee performance*

