

**PENGARUH HUMAN RELATION DAN PERCEIVED ORGANIZATIONAL
SUPPORT TERHADAP KINERJA GURU MELALUI MOTIVASI SEBAGAI
VARIABEL INTERVENING PADA SMKN 1 MERANTI**

ABSTRAK

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Penelitian ini bertujuan untuk Menganalisis Pengaruh Human Relation Dan Perceived Organizational Support Terhadap Kinerja Guru Melalui Motivasi Sebagai Variabel Intervening Pada SMKN 1 Meranti. Latar belakang penelitian ini didasarkan pada pentingnya peran guru dalam meningkatkan kualitas pendidikan serta adanya indikasi penurunan kinerja guru dan motivasi pembelajaran di SMKN 1 Meranti. Pengaruh Human Relation dan Perceived Organizational Support yang kurang partisipatif serta manajemen pendidikan yang belum optimal diduga menjadi faktor utama yang mempengaruhi rendahnya motivasi dan kinerja guru. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei melalui kuesioner dan wawancara. Fokus penelitian dibatasi pada variabel intervening, human relation, perceived organizational support dan motivasi.

Hasil analisis menunjukkan bahwa pengaruh human relation dan perceived organizational support berpengaruh signifikan terhadap variabel intervening, human relation, kinerja dan semangat kerja guru. Penelitian ini merekomendasikan penguatan kapasitas kinerja guru, peningkatan sistem manajemen pendidikan yang strategis dan kolaboratif, serta perlunya pengembangan penelitian lanjutan dengan variabel dan pendekatan yang lebih beragam untuk memperluas cakupan pemahaman terkait dinamika motivasi dan semangat kerja guru.

Kata kunci: Human Relation, Perceived Organizational Support, Variabel Intervening, Kinerja Guru, Motivasi

THE INFLUENCE OF HUMAN RELATIONS AND PERCEIVED ORGANIZATIONAL SUPPORT ON TEACHER PERFORMANCE THROUGH MOTIVATION AS AN INTERVENING VARIABLE AT SMKN 1 MERANTI

ABSTRACT

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This study aims to analyze the influence of Human Relations and Perceived Organizational Support on teacher performance through motivation as an intervening variable at SMKN 1 Meranti. The background of this research is based on the important role of teachers in improving the quality of education, as well as indications of declining teacher performance and learning motivation at SMKN 1 Meranti. The lack of participative Human Relations and Perceived Organizational Support, along with suboptimal educational management, are suspected to be the main factors affecting the low motivation and performance of teachers. This study uses a quantitative approach with survey methods through questionnaires and interviews. The focus of the research is limited to the intervening variable, Human Relations, Perceived Organizational Support, and motivation.

The analysis results show that Human Relations and Perceived Organizational Support significantly influence the intervening variable, Human Relations, teacher performance, and work motivation. This study recommends strengthening teacher performance capacity, improving strategic and collaborative educational management systems, and the need for further research development with more diverse variables and approaches to broaden the understanding of the dynamics of teacher motivation and work enthusiasm.

Keywords: Knowledge Management, Perceived Organizational Support, Intervening Variable, Teacher Performance, Motivation