

**PENGARUH PENGALAMAN KERJA, KOMUNIKASI DAN DUKUNGAN
ORGANISASI TERHADAP KINERJA GURU PADA SMA/SMK DI
KECAMATAN STM HULU**

ABSTRAK

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Penelitian ini bertujuan untuk mengetahui pengaruh Pengalaman Kerja, Komunikasi dan Dukungan Organisasi terhadap Kinerja Guru pada SMA/SMK di Kecamatan STM Hulu secara parsial maupun simultan. Penelitian dilakukan terhadap Guru pada SMA/SMK di Kecamatan STM Hulu. Populasi dalam penelitian adalah Seluruh Guru pada SMA/SMK di Kecamatan STM Hulu sebanyak 72 orang. Jumlah populasi dalam penelitian ini tergolong kecil, maka digunakan teknik sampel jenuh, yaitu teknik di mana seluruh anggota populasi dijadikan sebagai sampel. Dengan demikian, jumlah sampel dalam penelitian ini adalah sebanyak 72 orang. Metode pengumpulan data dalam penelitian ini adalah kuesioner atau angket. Teknik pengambilan sampel yang digunakan adalah teknik Random Sampling. Uji prasyarat analisis menggunakan uji validitas, reliabilitas. Teknik analisis data menggunakan analisis deskriptif, analisis korelasi berganda, analisis regresi berganda dan koefisien determinasi dengan perhitungan menggunakan SPSS versi 20,0. Hasil penelitian yang bersumber dari pengolahan data menunjukkan hubungan yang positif antara variabel Pengalaman Kerja, Komunikasi dan Dukungan Organisasi terhadap Kinerja Guru pada SMA/SMK di Kecamatan STM Hulu. Secara parsial Pengalaman Kerja, Komunikasi dan Dukungan Organisasi berpengaruh terhadap Kinerja Guru pada SMA/SMK di Kecamatan STM Hulu. Secara simultan Pengalaman Kerja, Komunikasi dan Dukungan Organisasi memiliki pengaruh yang signifikan terhadap Kinerja Guru pada SMA/SMK di Kecamatan STM Hulu sebesar 40,1% dan sisanya dipengaruhi oleh variabel lain yang tidak diajukan dalam penelitian ini.

Kata Kunci : Dukungan Organisasi, Kinerja, Komunikasi dan Pengalaman Kerja

THE EFFECT OF WORK EXPERIENCE, COMMUNICATION AND ORGANIZATIONAL SUPPORT ON TEACHER PERFORMANCE IN HIGH SCHOOL/VOCATIONAL SCHOOL IN STM HULU DISTRICT

ABSTRACT

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This study aims to determine the effect of Work Experience, Communication and Organizational Support on Teacher Performance in Senior High Schools/Vocational High Schools in STM Hulu District partially and simultaneously. The study was conducted on Teachers in Senior High Schools/Vocational High Schools in STM Hulu District. The population in the study was all Teachers in Senior High Schools/Vocational High Schools in STM Hulu District as many as 72 people. The number of populations in this study is relatively small, so the saturated sampling technique was used, namely a technique in which all members of the population are used as samples. Thus, the number of samples in this study was 72 people. The data collection method in this study was a questionnaire. The sampling technique used was the Random Sampling technique. The analysis prerequisite test used validity and reliability tests. The data analysis technique used descriptive analysis, multiple correlation analysis, multiple regression analysis and coefficient of determination with calculations using SPSS version 20.0. The results of the study, which are sourced from data processing, show a positive relationship between the variables of Work Experience, Communication, and Organizational Support on Teacher Performance in Senior High Schools/Vocational High Schools in STM Hulu District. Partially, Work Experience, Communication, and Organizational Support influence Teacher Performance in Senior High Schools/Vocational High Schools in STM Hulu District. Simultaneously, Work Experience, Communication, and Organizational Support have a significant influence on Teacher Performance in Senior High Schools/Vocational High Schools in STM Hulu District by 40.1%, and the rest is influenced by other variables not proposed in this study.

Keywords : *Organizational Support, Performance, Communication and Work Experience*