

Analysis of the Influence of Work Discipline and Job Satisfaction on the Performance of Employees and Teachers of SMAN 1 Samalanga

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ABSTRACT

This research aims to investigate the influence of work discipline and job satisfaction on the performance of employees and teachers at SMAN 1 Samalanga. Work discipline and job satisfaction are considered factors that can influence a person's performance in the work environment. The research method used is a survey using questionnaires as a data collection instrument. The research sample involved employees and teachers at SMAN 1 Samalanga. The collected data was analyzed using regression techniques to test the research hypothesis.

Keywords: Work Discipline, Job Satisfaction, Employee Performance, Teacher Performance, SMAN 1 Samalanga

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INTRODUCTION

Education plays an important role in the development of a country. The quality of education is greatly influenced by the performance of teachers and employees in educational institutions. Factors such as work discipline and job satisfaction are the main focus in improving their performance. SMAN 1 Samalanga as a leading secondary education institution in the region is a relevant research object to explore the relationship between work discipline, job satisfaction and performance.

METHOD

The research method used is a survey with a quantitative approach. The instrument used was a questionnaire distributed to employees and teachers at SMAN 1 Samalanga. The sample was chosen randomly and involved respondents representing various work units at the school.

RESULT

The results of data analysis show that there is a positive relationship between work discipline and employee and teacher performance. Apart from that, job satisfaction also contributes significantly to their performance at this school. These results support the proposed research hypothesis and indicate the importance of discipline management and job satisfaction to improve performance in educational institutions.

DISCUSSION

This research provides a deeper understanding of the factors that influence the performance of employees and teachers at SMAN 1 Samalanga. The practical implication of this research is the need for effective management in building a culture of discipline and increasing job satisfaction to achieve optimal performance in schools.

CONCLUSION

In the context of SMAN 1 Samalanga, work discipline and job satisfaction significantly influence the performance of employees and teachers. The implications of this research can be a basis for school management to improve human resource management strategies to achieve better educational goals.

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