

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh rekrutmen, seleksi, pelatihan, motivasi kerja, dan disiplin kerja terhadap kinerja guru Sekolah Lanjutan Tingkat Atas (SLTA). Penelitian ini terletak di Kecamatan Wanasari Kabupaten Brebes . Metode penelitian yang digunakan adalah kuantitatif dengan pendekatan survei. Pengambilan sampel dengan menggunakan insidental sampling dan jumlah data populasi 116. Data diperoleh melalui kuesioner yang disebarkan kepada guru-guru (SLTA) di Kecamatan Wanasari. Analisis data dilakukan menggunakan regresi linier berganda untuk menguji hubungan antara variabel independen (rekrutmen, seleksi, pelatihan, motivasi kerja, dan disiplin kerja) dan variabel dependen (kinerja guru). Hasil penelitian menunjukkan bahwa rekrutmen, seleksi, pelatihan, motivasi kerja, dan disiplin kerja secara simultan memiliki pengaruh signifikan positif terhadap kinerja guru. Kesimpulan dari penelitian ini, bahwa upaya peningkatan kinerja guru harus dilakukan secara komprehensif melalui strategi manajemen sumber daya manusia yang efektif.

Kata Kunci : rekrutmen, seleksi, pelatihan, motivasi kerja, disiplin kerja, kinerja guru sekolah lanjut tingkat atas SLTA, Wanasari, Brebes.

ABSTRACT

This study aims to analyze the effect of recruitment, selection, training, work motivation, and work discipline on the performance of high school teachers. This research is located in Wanasari District, Brebes Regency. The research method used is quantitative with a survey approach. Sampling using incidental sampling and total population data 116. Data obtained through questionnaires distributed to teachers (high school) in Wanasari District. Data analysis was conducted using multiple linear regression to examine the relationship between the independent variables (recruitment, selection, training, work motivation, and work discipline) and the dependent variable (teacher performance). The results showed that recruitment, selection, training, work motivation, and work discipline simultaneously had a significant positive influence on teacher performance. The conclusion of this study is that efforts to improve teacher performance must be carried out comprehensively through effective human resource management strategies.

Keywords: recruitment, selection, training, work motivation, work discipline, senior high school teacher performance, Wanasari, Brebes.