

ABSTRAK

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Disiplin kerja dan Pelatihan IT merupakan dua komponen yang saling mempengaruhi satu sama lain. Penelitian ini bertujuan untuk mengetahui : (1) pengaruh disiplin kerja terhadap kinerja guru, (2) pengaruh pelatihan IT terhadap kinerja guru, dan (3) pengaruh disiplin kerja dan pelatihan IT secara simultan terhadap kinerja guru. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survey. Populasi dalam penelitian ini adalah seluruh guru di SMP Negeri 1 Geneng yang berjumlah 46. Teknik pengambilan sampel menggunakan sampel jenuh, sehingga seluruh populasi dijadikan sebagai sampel penelitian. Sampel yang digunakan sejumlah 46 guru atau semua guru dijadikan sampel. Pengumpulan data dilakukan menggunakan kuesioner dengan skala Likert. Sebelum dilakukan analisis, data diuji melalui uji validitas, uji reliabilitas, uji normalitas, uji linearitas, uji multikolinearitas, dan uji heteroskedastisitas. Analisis data menggunakan analisis regresi linear berganda dengan bantuan program SPSS versi 25. Hasil penelitian menunjukkan bahwa: (1) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja guru, ditunjukkan oleh nilai $t_{hitung} > t_{tabel}$ senilai $8.549 > 2.017$ dan nilai signifikansi $0,000 < 0,005$. (2) pelatihan IT berpengaruh positif dan signifikan terhadap kinerja guru, dengan nilai $t_{hitung} > t_{tabel}$ senilai $5.085 > 2.017$ dan nilai signifikansi $0,000 < 0,005$ serta (3) disiplin kerja dan pelatihan Information Technology (IT) secara simultan berpengaruh positif dan signifikan terhadap kinerja guru, ditunjukkan oleh nilai $F_{hitung} > F_{tabel}$ senilai $350.464 > 3,21$ dengan nilai signifikansi $0,000 < 0,05$. Koefisien determinasi (R^2) menunjukkan bahwa variasi kinerja guru sebagian besar dapat dijelaskan oleh disiplin kerja dan pelatihan Information Technology (IT), sedangkan sisanya dipengaruhi oleh faktor lain di luar penelitian. Kesimpulannya bahwa semakin tinggi tingkat kedisiplinan guru dan semakin baik pelaksanaan pelatihan IT akan semakin tinggi kinerja guru di SMP Negeri 1 Geneng. Karena itu peningkatan disiplin guru yang di imbangi dnegan pelaksanaan pelatihan IT secara berkelanjutan menjadi upaya efektif meningkatkan kualitas kinerja guru

Kata Kunci : Disiplin Kerja, Pelatihan IT, Kinerja Guru

ABSTRACT

Yuanita Gusni Malahati. 2026. *The Influence of Work Discipline and IT Training on Teacher Performance at SMP Negeri 1 Geneng*. Undergraduate Thesis. Economic Education, Faculty of Teacher Training and Education, Universitas PGRI Madiun. Supervisor (1) Dr. Dra. Ninik Sriyani, M.Pd., M.M. and Supervisor (2) Dr. Ramadhan Prasetya Wibawa, M.Pd.

Keywords: Work Discipline, IT Training, Teacher Performance

Work discipline and IT training are two components that influence one another. This study aims to determine: (1) the influence of work discipline on teacher performance, (2) the influence of IT training on teacher performance, and (3) the simultaneous influence of work discipline and IT training on teacher performance. This study employs a quantitative approach using a survey method. The population consists of all 46 teachers at SMP Negeri 1 Geneng. A saturated sampling technique was used, meaning the entire population served as the research sample; thus, the sample comprised all 46 teachers. Data collection was conducted using a questionnaire with a Likert scale. Prior to analysis, the data underwent validity, reliability, normality, linearity, multicollinearity, and heteroscedasticity tests. Data analysis was performed using multiple linear regression with the aid of SPSS version 25 software. The research results indicate that: (1) work discipline has a positive and significant influence on teacher performance, as evidenced by a t-count value greater than the t-table value ($8.549 > 2.017$) and a significance value of $0.000 < 0.005$. (2) IT training has a positive and significant effect on teacher performance, with a calculated t-value (t-count) of 5.085 exceeding the t-table value of 2.017 and a significance level of $0.000 < 0.005$; and (3) work discipline and Information Technology (IT) training simultaneously have a positive and significant effect on teacher performance, indicated by a calculated F-value (F-count) of 350.464 exceeding the F-table value of 3.21, with a significance level of $0.000 < 0.05$. The coefficient of determination (R^2) indicates that the variation in teacher performance can largely be explained by work discipline and Information Technology (IT) training, while the remainder is influenced by factors outside the scope of this study. In conclusion, higher levels of teacher discipline and better implementation of IT training lead to higher teacher performance at SMP Negeri 1 Geneng. Therefore, enhancing teacher discipline—complemented by the continuous implementation of IT training—serves as an effective strategy for improving the quality of teacher performance.