

## ABSTRAK

Tujuan dari penelitian ini yaitu untuk mengetahui pengaruh dari budaya organisasi, lingkungan kerja, dan kompetensi guru terhadap kinerja guru. Penelitian ini dilakukan di SMP Negeri 1 Pademawu, Kabupaten Pamekasan. Jenis penelitian ini yaitu dengan pendekatan kuantitatif. Teknik pengambilan sampel yaitu Sampling Sensus atau Sempling Total. Populasi dalam penelitian ini adalah seluruh guru di SMP Negeri 1 Pademawu Pamekasan yang berjumlah 54 responden. Teknik pengumpulan data menggunakan cara wawancara, observasi, kuesioner, dan dokumentasi. Data dari penelitian ini diambil dari hasil kuesioner. Analisis data menggunakan bantuan software SPSS 21.0 melalui uji instrumen, uji asumsi klasik, analisis regresi linier berganda, uji hipotesis serta uji koefisien determinasi.

Hasil dari penelitian ini berdasarkan beberapa uji data menunjukkan bahwa budaya organisasi berpengaruh signifikan terhadap kinerja guru, namun budaya organisasi berpengaruh negatif sebesar 0,046 pada kinerja guru. Lingkungan kerja berpengaruh signifikan terhadap kinerja guru, lingkungan kerja memiliki pengaruh positif sebesar 0,148 pada kinerja guru. Kompetensi guru berpengaruh signifikan terhadap kinerja guru, kompetensi guru memiliki pengaruh positif sebesar 0,151 pada kinerja guru. Budaya organisasi, lingkungan kerja, dan kompetensi guru berpengaruh signifikan secara simultan terhadap kinerja guru, Budaya organisasi, lingkungan kerja, dan kompetensi guru memiliki pengaruh sejumlah 0,872 pada kinerja guru.

**Kata Kunci :** Budaya Organisasi, Lingkungan Kerja, Kompetensi Guru, dan Kinerja guru.

## ABSTRACT

*The purpose of this study is to determine the effect of organizational culture, work environment, and teacher competence on teacher performance. This research was conducted at SMP Negeri 1 Pademawu, Pamekasan Regency. This type of research is a quantitative approach. The sampling technique is Census Sampling or Total Sampling. The population in this study were all teachers at SMP Negeri 1 Pademawu Pamekasan, amounting to 54 respondents. Data collection techniques using interviews, observation, questionnaires, and documentation. The data from this study were taken from the results of the questionnaire. Data analysis using SPSS 21.0 software through instrument testing, classical assumption test, multiple linear regression analysis, hypothesis testing and coefficient of determination test.*

*The results of this study based on several test data showed that organizational culture had a significant effect on teacher performance, but organizational culture had a negative effect of 0.046 on teacher performance. The work environment has a significant effect on teacher performance, the work environment has a positive effect of 0.148 on teacher performance. Teacher competence has a significant effect on teacher performance, teacher competence has a positive effect of 0.151 on teacher performance. Organizational culture, work environment, and teacher competence have a significant effect simultaneously on teacher performance. Organizational culture, work environment, and teacher competence have an effect of 0.872 on teacher performance.*

**Keyword** : *Organizational Culture, Work Environment, Teacher Competency, And Teacher Performance.*