

ABSTRAK

Nama : Nahda Sri Wayuni
Program Studi : Manajemen
Judul : Pengaruh Karakteristik Budaya Organisasi, *Locus of Control* dan Disiplin Kerja terhadap Kinerja Guru Pada Beberapa Sekolah Menengah Atas di Kota Lhokseumawe

Penelitian ini bertujuan untuk menganalisis Pengaruh Karakteristik Budaya Organisasi, *Locus of Control* dan Disiplin Kerja terhadap Kinerja Guru secara parsial maupun simultan pada beberapa Sekolah Menengah Atas (SMA) di Kota Lhokseumawe. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei dan instrumen berupa kuesioner tertutup. Sampel penelitian berjumlah 155 responden yang merupakan guru aktif dari beberapa SMA di Kota Lhokseumawe. Teknik analisis data yang digunakan adalah regresi linear berganda dengan pengujian asumsi klasik, uji parsial (uji t), uji simultan (uji F), serta koefisien determinasi (R^2). Hasil penelitian menunjukkan bahwa secara parsial, Karakteristik Budaya Organisasi dan Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Guru. Sedangkan Locus of Control tidak berpengaruh signifikan terhadap Kinerja Guru. Secara simultan, ketiga variabel independen tersebut berpengaruh signifikan terhadap Kinerja Guru. Nilai koefisien determinasi (R^2) sebesar 0,220 menunjukkan bahwa 22% variasi kinerja guru dapat dijelaskan oleh ketiga variabel tersebut, sedangkan 78% sisanya dijelaskan oleh faktor lain di luar model penelitian ini. Penelitian ini memberikan implikasi teoritis terhadap penguatan model perilaku organisasi di lingkungan pendidikan serta implikasi manajerial dalam hal pengembangan budaya organisasi dan peningkatan disiplin kerja guru. Keterbatasan penelitian ini antara lain terletak pada ruang lingkup yang sempit, jumlah variabel terbatas, dan pendekatan kuantitatif murni.

Kata kunci: Karakteristik Budaya Organisasi, *Locus of Control*, Disiplin Kerja, Kinerja Guru

ABSTRACT

Name : Nahda Sri Wahyuni

Program Study : Management

Title : The Influence of Organizational Culture Characteristics, Locus of Control and Work Discipline on Teacher Performance in Several High Schools in Lhokseumawe City

This study aims to analyze The influence of Organizational Culture Characteristics, Locus of Control, and Work Discipline on Teacher Performance, both partially and simultaneously, at several Senior High Schools (SMA) in Lhokseumawe City. This research uses a quantitative approach with a survey method and a closed questionnaire as the instrument. The sample consists of 155 active teachers from several senior high schools. Data analysis techniques used include multiple linear regression, classical assumption tests, partial tests (t-test), simultaneous tests (F-test), and coefficient of determination (R^2). The results show that partially, Organizational Culture Characteristics and Work Discipline have a positive and significant effect on Teacher Performance. Meanwhile, Locus of Control does not significantly influence Teacher Performance. Simultaneously, the three independent variables significantly influence Teacher Performance. The determination coefficient (R^2) value of 0.220 indicates that 22% of the variation in teacher performance can be explained by the three variables, while the remaining 78% is explained by other factors not included in this study. This research provides theoretical implications for strengthening organizational behavior models in educational environments and managerial implications for developing organizational culture and improving teacher discipline. The limitations of this study include a limited scope, a small number of variables, and a purely quantitative approach.

Keywords: *Organizational Culture Characteristics, Locus of Control, Work Discipline, Teacher Performance, Senior High School, Lhokseumawe*