

INTISARI

Penelitian ini bertujuan untuk mengetahui ada tidaknya pengaruh keadilan kompensasi distributif terhadap kinerja guru, pengaruh keadilan kompensasi procedural terhadap kinerja guru dan pengaruh motivasi terhadap kinerja guru yang ada di lingkungan Kementerian Agama Kabupaten Bulungan. Populasi penelitian adalah seluruh guru Madrasah Negeri di Lingkungan Kementerian Agama yang berjumlah 54 orang. Sampel pada penelitian ini adalah guru Madrasah Negeri di Lingkungan Kementerian Agama yang sudah tersertifikasi dengan jumlah 34 orang. Teknik Analisis yang digunakan adalah regresi berganda.

Hasil Penelitian menunjukkan bahwa : (1) Keadilan distributif kompensasi sertifikasi guru tidak berpengaruh terhadap kinerja guru, (2) Keadilan procedural kompensasi sertifikasi guru tidak berpengaruh terhadap kinerja guru, (3) Hanya motivasi yang berpengaruh signifikan terhadap kinerja guru di Madrasah Negeri yang ada di Lingkungan Kementerian Agama Kabupaten Bulungan.

Kata kunci : Keadilan kompensasi, Sertifikasi guru, motivasi, Kinerja guru.

ABSTRACT

This study aims to determine whether there is compensation distributive justice influences on teacher performance, the effect of procedural justice on performance teacher compensation and the effect of motivation on the performance of teachers in the Ministry of Religious Affairs Bulungan environment. The study population was all school teachers in the Environment Ministry of Religious Affairs which totaled 54 people. The samples in this study were school teachers of Religious Affairs in the Ministry of Environment which has been certified by the number of 34 people. The analysis technique used is multiple regression.

Research results show that: (1) distributive justice teacher certification compensation does not affect the performance of teachers, (2) procedural justice has no effect compensation certification on teacher performance, (3) the motivation only significant effect on the performance of teachers in the State Madrasa's in Ministry of Religious Affairs Bulungan environment.

Keywords: Equity compensation, teacher certification, motivation, teacher performance.