

## INTISARI

Penelitian ini bertujuan untuk menganalisis Pengaruh Komitmen Organisasi, Motivasi, Gaya Kepemimpinan, Kompensasi Finansial dan Budaya Organisasi Terhadap Kinerja Tenaga Kependidikan pada SMP Muhammadiyah Favorit Yogyakarta. Subyek dalam penelitian ini adalah karyawan internal dan eksternal di SMP Muhammadiyah 1 Yogyakarta, SMP Muhammadiyah 2 Yogyakarta dan SMP Muhammadiyah 3 Yogyakarta. Yang terletak di kota Yogyakarta. Dalam penelitian ini sample berjumlah 75 responden yang dipilih dengan menggunakan metode regresi linier berganda. Alat analisis yang digunakan adalah SPSS.

Berdasarkan analisis yang telah dilakukan diperoleh hasil bahwa komitmen organisasi, motivasi, gaya kepemimpinan, kompensasi finansial dan budaya organisasi berpengaruh secara signifikan terhadap kinerja tenaga kependidikan.

Kata Kunci : Komitmen Organisasi, Motivasi, Gaya Kepemimpinan, Kompensasi Finansial dan Budaya Organisasi.

## ABSTRACT

*This study is aimed to analyze the Influences of Organization Commitment, Motivation, Leadership Style, Financial Compensation and Organization culture To employees performance of Educators in the JHS favorite Muhammadiyah of Yogyakarta. The subjects in this study were the internal and external employees in SMP Muhammadiyah 1 Yogyakarta, SMP Muhammadiyah 2 Yogyakarta and SMP Muhammadiyah 3 Yogyakarta which are located in the city of Yogyakarta. The samples of this study were 75 respondents which were selected using multiple linear regression method and The analytical tool used was SPSS.*

*Based on the analysis that has been done, showed that organization commitment, motivation, leadership style, financial compensation and organization culture significantly influenced the employees' performance of educators.*

*Keywords: Organizational Commitment, Motivation, Leadership Style, Financial Compensation and Organization Culture.*