

## **ABSTRAK**

Penelitian ini menjelaskan tentang pengaruh motivasi, komitmen organisasional dan kompensasi terhadap kinerja guru di Yayasan husnul khatimah. Hasil pembelajaran di masa pandemi Covid 19 ini, kinerja guru Yayasan Husnul Khatimah Semarang belum optimal dilihat dari beberapa kegiatan yang seharusnya dilaksanakan tetapi belum mencapai hasil yang optimal dikarenakan belum mencapai target yang diharapkan. Motivasi guru dalam mengajar harus ditingkatkan, komitmen yang kuat harus diciptakan, dan kompensasi yang sesuai harapan perlu diupayakan sehingga diperoleh kinerja yang semakin tinggi. Metode penelitian ini menggunakan metode penelitian *explanatory*, menggunakan regresi berganda, dengan mengambil unit sampel 82 responden dari total 107 populasi guru yang bekerja di Yayasan Husnul Khatimah Semarang, lebih lanjut dianalisis dengan menggunakan metode analisis Regresi Berganda. Hasil penelitian menunjukkan variabel motivasi kerja, komitmen organisasional, dan kompensasi secara parsial maupun bersama-sama mempunyai pengaruh yang positif terhadap kinerja guru artinya semakin besar unsur motivasi kerja, komitmen organisasional, dan kompensasi, maka kinerja guru yang bekerja di Yayasan Husnul Khatimah Semarang akan semakin meningkat.

**Kata Kunci :** motivasi, komitmen organisasional, dan kompensasi, kinerja guru yang bekerja di Yayasan Husnul Khatimah Semarang

## **ABSTRACT**

*This study describes the effect of motivation, organizational commitment and compensation on teacher performance at the Husnul Khatimah Foundation. The results of learning during the Covid 19 pandemic, the performance of the Husnul Khatimah Semarang Foundation teacher was not optimal, judging from several activities that should have been carried out but had not achieved optimal results because they had not reached the expected target. Teacher motivation in teaching must be increased, a strong commitment must be created, and compensation according to expectations needs to be sought so that higher performance is obtained. This research method uses an explanatory research method, using multiple regression, by taking a sample unit of 82 respondents from a total of 107 population of teachers who work at the Husnul Khatimah Foundation Semarang, further analyzed using the Multiple Regression analysis method. , and compensation partially or simultaneously has a positive influence on teacher performance, meaning that the greater the elements of work motivation, organizational commitment, and compensation, the performance of teachers working at the Husnul Khatimah Foundation Semarang will increase.*

**Keywords :** *motivation, organizational commitment, and compensation, teacher performance working at the Husnul Khatimah Foundation Semarang*