

ABSTRACT

English language is currently the required communication broker anywhere, including Indonesia. Based on the results of the English Proficiency Index, Indonesia is ranked 32 out of 72 countries, indicating that Indonesia can only have average scores with medium skills in English. English language learning program is an obligation in the current era of globalization. In Bandung, Harvard English Course is one of three courses that most people remember in Bandung.

In the course that becomes an important role is the teacher, if the teacher can provide good learning then the students can understand the learning well. Therefore it is necessary to know the factors that can encourage the performance of teachers in the course.

The purpose of this study is to determine the factors - factors that can encourage the performance of teachers at Harvard English Course Bandung. The research method used is quantitative method with data analysis technique factor analysis. Data obtained through questionnaires distributed to 31 respondents teaching staff with total sample technique where the entire population of teaching staff of the course that being sampled.

Result of research indicate from several variable of item that have been studied there are 3 new component with value 4,056, 3,149 and 1,107. All components are new factors that are then named. The new factor is aspect effectiveness of the company with the highest correlation of 0.768, the second factor is norms and characteristic of employees with the high correlation of 0.611 and the third factor is functional personality with high correlation of 0.778.

Based on the results of this study Harvard English Course is suggested to increase the amount of compensation and reevaluate the organizational culture structure that has been in effect. Next it is advisable to choose new prospective teachers with work experience skills.

Keyword : Factor Anlysis, Employee Performance, Teacher Performance