

ABSTRACT

The performance of the SMK TI Garuda Nusantara Cimahi teachers are in a good category, even though their performance was decreased in the 2015-2016 academic year, compared to the previous year. When we compare their performance in three years (2014-2015, 2015-2016, and 2016-2017), it tends to fluctuate. Therefore, research needs to be conducted to find out the causes of the performance decrease that occurred at SMK TI Garuda Nusantara Cimahi.

Through this research, we will do an observation about the factor that can affect the performance of the SMK TI Garuda Nusantara Cimahi teachers, and the factor is the compensation variable. In the compensation there are 4 dimensions of research, that is salary, incentives, benefits, and facilities.

This research was conducted with quantitative methods with descriptive and causal research types. The sample used in this study amounted to 60 people. Data collection was carried out through questionnaires to 60 respondents who are teachers at SMK TI Garuda Nusantara Cimahi. The questionnaire data processing was carried out using IBM SPSS version 22 software.

Based on the results of data processing, it can be seen that compensation has a significant effect on the teachers performance of SMK TI Garuda Nusantara Cimahi.

Based on the results of the study, to improve the performance of the teachers, it needs implementation of a good policy of providing compensation, adjusted between workload and compensation provided.

Keyword : Compensation, Performance, Teacher