

ABSTRACT

Education is an important aspect in improving the quality of human resource management. To develop the quality of education, it is necessary to support good teacher performance. One of the factors that can improve teacher performance is discipline. Without teachers who have a high level of discipline and performance, the quality of education will be threatened. The author makes SMK Telkom Makassar the object of research because of the lack of discipline of some teachers and a decrease in the level of teacher performance.

This study aims to determine how big the level of work discipline and the level of teacher performance and how the influence of work discipline on the teacher's performance at SMK Telkom Makassar. The method used in this study is a quantitative method.

Data was collected by means of interviews and distributing questionnaires. The sampling technique was saturated sampling with a total sample of 66 respondents. The data analysis method used in this research is simple regression analysis, hypothesis testing (t-test), and coefficient of determination.

The results of this study indicate that work discipline has a positive and significant influence on teacher performance at SMK Telkom Makassar, which means that the higher the level of work discipline applied by the school, the higher the level of teacher performance. The results of the coefficient of determination test show that work discipline has an influence of 16.2% on teacher performance while the rest is influenced by other variables not explained in this study.

The results of this study are expected to be input for SMK Telkom Makassar to pay more attention to the level of teacher work discipline so that the resulting performance is good that the quality of education also increases.

Keywords: *Teacher, Work Discipline, Teacher Performance*