

## **ABSTRACT**

### **Effects of Organization Climate and Job Satisfaction on Counseling Teacher Performance (The Study Descriptive at Senior High School in Padang)**

**Micha Felayati Silalahi**

Research it was based on with variety data counseling teacher performance therefore, this research measuring counseling teacher performance from the organization climate, job satisfaction as well as the influence them on counseling teacher performance.

This research used to quantitative method with correlation descriptive. The subject of this research was the counseling teachers senior high school Padang were 72, that selected by stratified random sampling. An instrument consisted of three variables the organization climate, job satisfaction, and counseling teachers performance using model scale likert. The data of research were analyzed by using simple regression and multiple regression.

Research findings shows that: (1) on average a snapshot of counseling teacher performance has at medium category, organization climate has at medium category, job satisfaction has at medium category. (2) there was positive and significant relationship between organization climate and counseling teacher performance. (3) there was positive and significant relationship between job satisfaction on the of counseling teacher performance (4) there was positive and significant relationship between organization climate and job satisfaction together on the counseling teacher performance.

## **ABSTRAK**

### **Pengaruh Iklim Organisasi dan Kepuasan Kerja terhadap Kinerja Guru BK (Studi Deskriptif di SMAN Kota Padang)**

**Micha Felayati Silalahi**

Penelitian ini dilatarbelakangi dengan bervariasinya data kinerja guru BK Oleh sebab itu, penelitian ini mengukur kinerja guru BK dari faktor iklim organisasi, kepuasan kerja serta pengaruh keduanya terhadap kinerja guru BK.

Penelitian ini termasuk penelitian kuantitatif dengan metode deskriptif korelasi. Subjek penelitian merupakan seluruh guru BK SMAN di Kota Padang yang berjumlah 72 orang, dengan teknik *stratified random sampling*. Instrumen terdiri dari tiga variabel yaitu: iklim organisasi, kepuasan kerja, dan kinerja guru BK yang menggunakan skala model *Likert*. Data penelitian dianalisis dengan menggunakan regresi linier sederhana dan regresi linier ganda.

Temuan penelitian menunjukkan bahwa: (1) secara rata-rata gambaran kinerja guru BK berada pada kategori sedang, iklim organisasi berada pada kategori sedang, dan kepuasan kerja berada pada kategori sedang. (2) terdapat pengaruh yang positif dan signifikan iklim organisasi terhadap kinerja guru. (3) terdapat pengaruh yang positif dan signifikan kepuasan kerja terhadap kinerja guru BK dan, (4) terdapat pengaruh yang positif dan signifikan iklim organisasi dan kepuasan kerja bersama-sama terhadap kinerja guru BK.