

## **ABSTRAK**

**Fadillah Amaliah. 02041811059, Jurusan Manajemen Sumber Daya Manusia (SDM) Fakultas Ekonomi dan Bisnis Universitas Khairun Kota Ternate. Judul Penelitian “Pengaruh *Knowledge Sharing* dan Disiplin Kerja Terhadap Kinerja Guru Pada SMP Islam 1 Kota Ternate. Dibawah bimbingan I Dr. Andan Rajak, SE., M.Si dan pembimbing II Zulaiha Husen, SE., M.AB.**

Tujuan Penelitian ini adalah: (1) Untuk mengetahui dan menganalisis pengaruh *knowledge sharing* terhadap kinerja guru pada SMP Islam 1 Kota Ternate; (2) Untuk mengetahui dan menganalisis pengaruh disiplin kerja terhadap kinerja guru pada SMP Islam 1 Kota Ternate; (3) Untuk mengetahui dan menganalisis pengaruh *knowledge sharing* dan disiplin kerja terhadap kinerja guru pada SMP Islam 1 Kota Ternate. Jumlah sampel penelitian ini adalah sebanyak 79 guru yang terdiri PNS dan Non PNS pada SMP Islam 1 Kota Ternate. Alat uji yang digunakan adalah analisis regresi linear berganda (*multiple regression*) dengan menggunakan *statistical package for social scientists (SPSS)* 25 sebagai alat uji statistik.

Hasil penelitian menunjukkan bahwa: (1) *Knowledge Sharing* berpengaruh terhadap Kinerja Guru pada SMP Islam 1 Kota Ternate. Hasil penelitian ini berarti bahwa semakin baik penerapan *knowledge sharing* dapat meningkatkan kinerja guru; (2) Disiplin Kerja berpengaruh terhadap terhadap Kinerja Guru pada SMP Islam 1 Kota Ternate. Hasil penelitian ini berarti bahwa semakin baik disiplin dalam pekerjaan dapat meningkatkan kinerja guru; (3) *Knowledge Sharing* dan Disiplin Kerja berpengaruh terhadap Kinerja Guru pada SMP Islam 1 Kota Ternate. Hasil penelitian ini berarti bahwa semakin baik *knowledge sharing* di lingkungan kerja dan penerapan disiplin kerja maka akan semakin baik juga kinerja guru.

**Kata Kunci: *Knowledge Sharing*, Disiplin Kerja dan Kinerja Guru.**

## **ABSTRACT**

**Fadillah Amaliah. 02041811059, Department of Human Resource Management (HR) Faculty of Economics and Business Khairun University, Ternate City. Research title "The Influence of Knowledge Sharing and Work Discipline on Teacher Performance at Islamic Junior High School 1 Ternate City. Under the guidance of I Dr. Andan Rajak, SE., M.Si and advisor II Zulaiha Husen, SE., M.AB.**

*The objectives of this study are: (1) To determine and analyze the effect of knowledge sharing on teacher performance at Islamic Junior High School 1 Ternate City; (2) To determine and analyze the effect of work discipline on teacher performance at Islamic Junior High School 1 Ternate City; (3) To find out and analyze the effect of knowledge sharing and work discipline on teacher performance at Islamic Junior High School 1 Ternate City. The number of samples in this study were 79 teachers consisting of civil servants and non-civil servants at Islamic Junior High School 1 Ternate City. The test tool used is multiple linear regression analysis (multiple regression) using the statistical package for social scientists (SPSS) 25 as a statistical test tool.*

*The results showed that: (1) Knowledge Sharing had an effect on teacher performance at Islamic Junior High School 1 Ternate City. The results of this study mean that the better the application of knowledge sharing can improve teacher performance; (2) Work Discipline has an effect on teacher performance at Islamic Junior High School 1 Ternate City. The results of this study mean that the better discipline in the work can improve teacher performance; (3) Knowledge Sharing and Work Discipline have an effect on Teacher Performance at Islamic Junior High School 1 Ternate City. The results of this study mean that the better the knowledge sharing in the work environment and the application of work discipline, the better the teacher's performance will be.*

**Keywords: Knowledge Sharing, Work Discipline and Teacher Performance**