

ABSTRACT

This research aims to know the factors which influence unconstant teachers' performance at Elementary School in Kudus. these factors were compensation, work environment, and work motivation. The teachers' who have high work motivation will give positive effect for institutional at school that the purpose of institutional can be reached.

There are three kinds' of problems which were discussed in this research, they are : what are the compensation , work environment, and work motivation affecting for unconstant teachers' performance at Elementary School in Kudus? this research was done by quantitative method. Hyphotesis examination carried out by giving questionnaire about 120 respondents from unconstant teachers' who spreads in many areas in Kudus. to analyze this research, the researcher use validity test, reability test, and hypothesis test supported by SPSS computer program version 16 by using linder regression analysis. Based on date calculation result of cost analysis used, obtained regression quality of :

$$Y = 0,194 X_1 + 0,179 X_2 + 0,338 X_3$$

By using regression analysis method, it can be concluded that variable compensation (X1) could give positive and significant influence of unconstant teachers' performance. There for it means hyphotesis which stated that compensation have influence of unconstant teachers' performance could be accepted (Hyphotesis 1 is accepted), on the other hand, include both positive and significant influence of work environment variable (X2) for unconstant teachers' performance. Simultaneously work environment have positive and significant influence of unconstant teachers' performance. By f_{value} 19,963 (bigger than 0,05) so, it was obtained significant influence of work motivation variable (X3) for unconstant teachers' performance. Simultaneously, work motivation have positive and significant influence of unconstant teachers' performance. Based on the result of research above, it can be concluded that compensation, work environment, and work motivation had significant influence of unconstant teachers' performance at Elementary School in Kudus.

Keywords : unconstant teachers' performance, compensation, work environment, work motivation.