

FAKTOR-FAKTOR PRAKTIK MANAJEMEN SUMBER DAYA MANUSIA YANG MEMPENGARUHI KINERJA GURU

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Abstract

The aims of the research are to analyze and prove the influence of Practice of Human Resources Management Factors to Teacher's Performance. Methods. The population of the research is Senior High School's Teachers, in this research, the samples represented by Senior High School in Surabaya and Sidoarjo. The size of the sample is 12 Senior High Schools with sample collecting is area method sampling and the numbers of respondent are 48 respondents. Data analysis in the research is using Factor Analysis and Multiple Regression, supported by SPSS software program. Practice of Human Resources Management Factors are construct by seven variables such as Training and Development, Incentives, Decision Making, Promotion, Complain System, Career Planning, Working Guarantee. The Teacher's Performance is measured by Teaching Method, Teaching Plan, Discipline and Responsible. Conclusion. The great contribution in Practice of Human Resources Management Factors is Training and Development, which influence to Performance

Key words : *Human Resources Management Practice, Performance, Training and Development, Career Planning*