

## **ABSTRACT**

### **The Influence of Work Environment, Communication, and Motivation on Teachers' Performance at YP UNILA Senior High School Bandar Lampung**

**By**

**Siti Rahmah**

This study aims to analyze the influence of work environment, communication, and motivation on teachers' performance at YP UNILA Senior High School Bandar Lampung. The research background is based on the essential role of teachers' performance in ensuring the quality of education and the success of the learning process. Preliminary observations revealed that some teachers had not yet optimized their lesson planning, teaching implementation, and professional development. These issues are presumed to be affected by the work environment, communication effectiveness, and work motivation. This research employed a quantitative associative approach with a survey method. The population consisted of 63 teachers, and a sample of 56 respondents was selected using the simple random sampling technique. Data were collected through a Likert-scale questionnaire tested for validity and reliability. The data were analyzed using multiple linear regression, with both partial (t-test) and simultaneous (F-test) analyses performed using SPSS software. The results revealed that partially, the work environment, communication, and motivation have a positive and significant influence on teachers' performance. Simultaneously, all three independent variables significantly affect teachers' performance at YP UNILA Senior High School Bandar Lampung. These findings indicate that a supportive work environment, effective communication, and strong motivation collectively contribute to enhancing teacher performance.

Keywords: work environment, communication, motivation, teacher performance