

ABSTRACT

This study aims to describe and analyze the strength of the effect of teacher competence and motivation to work on teacher performance, as well as determine which variables are most strongly affect the performance of the teacher. The study population was 282 person high school teachers in the State of West Jakarta area, the sample size was determined by Slovin formula and sample 165 people. Samples were taken with the Proportional techniques cluster-random sampling. Techniques of data collection using questionnaire instruments. Validity of the items tested by the product moment correlation person, while the coefficient of reliability was tested with Cronbach alpha formula.

Very strong relationship between the dimensions of fidelity and performance on the variable performance of teachers with pedagogical and social competence variables compared with the work motivation of teachers. The influence of both variables on teacher performance by 26.5%. The remaining amount of 73.5% influenced by other variables that were not included in the study.

Furthermore, the partial there is a significant positive effect on teacher performance teacher competence and motivation to work on teacher performance, and simultaneously there is a significant positive effect of joint between organizational climate and leadership on teacher performance.

Keywords: *Teacher Competence, Work Motivation and Performance Master.*



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ABSTRAK

Penelitian ini bertujuan menjelaskan dan menganalisis kekuatan pengaruh kompetensi guru dan motivasi kerja terhadap kinerja guru, serta mengetahui variabel yang paling kuat mempengaruhi kinerja guru. Populasi penelitian adalah 282 orang guru-guru SMA Negeri di Wilayah Kota Jakarta Barat, ukuran sampel ditentukan dengan rumus Slovin dan sampel 165 orang. Sampel diambil dengan teknik Proporsional Cluster-Random Sampling. Teknik pengumpulan data menggunakan instrumen kuesioner. Validitas butir item diuji dengan korelasi product moment person, sedangkan koefisien reliabilitas diuji dengan rumus Alpha Cronbach.

Hubungan sangat kuat terjadi antara dimensi kesetiaan dan prestasi kerja pada variabel kinerja guru dengan kompetensi pedagogik dan sosial pada variabel kompetensi guru dibanding dengan motivasi kerja. Pengaruh kedua variabel terhadap kinerja guru sebesar 26.5 %. Sisanya sebesar 73.5 % dipengaruhi oleh variabel lain yang tidak dimasukkan ke dalam penelitian ini.

Selanjutnya secara parsial terdapat pengaruh positif signifikan kompetensi guru terhadap kinerja guru dan motivasi kerja terhadap kinerja guru, serta secara simultan terdapat pengaruh bersama positif signifikan antara iklim organisasi dan kepemimpinan terhadap kinerja guru.

Kata kunci: Kompetensi Guru, Motivasi Kerja, dan Kinerja Guru.

