

ABSTRACT

This study aims to analyze and reveal the influence of supervision, motivation, emotional intelligence and competency of the teacher's performance in SMAN 90 Jakarta. Emotional closeness to the school teachers and moral obligation to continue working at the school is the meaning of commitment. While taking into account the intensity, direction and efforts of teachers in the teaching and learning activities as a teacher motivation. supervision, motivation, emotional intelligence and competency allegedly has a strong influence on teacher performance. So that the problem posed is there any influence of supervision, motivation, emotional intelligence and competency of the teacher's performance in public SMA 90 Jakarta.

The research methodology used was a quantitative study using survey method through a questionnaire administration. The population of this study is that all teachers of SMAN 90 Jakarta, amounting to 70 people. The variables supervision, motivation, emotional intelligence and competency while the dependent variable of teacher performance. To test the effect of variables, researchers used multiple linear regression method, t-test and F test

Based on the results obtained that motivation, competence and emotional intelligence are positive and significant impact on the performance of teachers this means that the higher the motivation, competence, emotional intelligence, the higher the performance of teachers of SMAN 90, while for supervision are negative and significant impact on teacher performance this means that supervision does not affect the performance of teachers at SMAN 90

Keywords: supervision, motivation, emotional intelligence and competency, teacher performance

ABSTRAK

Penelitian ini bertujuan untuk menganalisis dan mengungkap pengaruh supervisi, motivasi, kecerdasan emosi dan kompetensi terhadap kinerja guru di SMA Negeri 90 Jakarta. Kedekatan emosional guru terhadap sekolah dan kewajiban moralnya untuk terus berkarya di sekolah adalah arti dari komitmen. Sedangkan proses memperhitungkan intensitas, arah serta usaha guru dalam kegiatan belajar mengajar sebagai motivasi seorang guru. supervisi, motivasi, kecerdasan emosi dan kompetensi diduga memberikan pengaruh kuat terhadap kinerja guru. Sehingga masalah yang diajukan adalah adakah pengaruh supervisi, motivasi, kecerdasan emosi dan kompetensi terhadap kinerja guru di SMA negeri 90 Jakarta.

Metodologi penelitian yang digunakan adalah penelitian kuantitatif dengan menggunakan metode survei melalui pemberian kuesioner. Populasi dari penelitian ini adalah seluruh guru SMA Negeri 90 Jakarta yang berjumlah 70 orang. Adapun variabel supervisi, motivasi, kecerdasan emosi dan kompetensi sedangkan variabel terikatnya kinerja guru. Untuk menguji variabel yang berpengaruh, peneliti menggunakan metode regresi linier berganda, uji t dan Uji F.

Berdasarkan hasil penelitian didapat bahwa motivasi, kompetensi dan kecerdasan emosi terdapat pengaruh positif dan signifikan terhadap kinerja guru hal ini berarti semakin tinggi motivasi, kompetensi, kecerdasan emosi maka semakin tinggi pula kinerja guru SMAN 90, sedangkan untuk supervisi terdapat pengaruh negatif dan signifikan terhadap kinerja guru hal ini berarti supervisi tidak mempengaruhi kinerja guru di SMAN 90

Kata Kunci : supervisi, motivasi, kecerdasan emosi dan kompetensi, kinerja guru

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