

ABSTRACT

This study aims to determine whether competence and psychological capital can affect teacher performance, especially in the "SD Yayasan Al Azhar Lampung" environment either directly or by intervention by intrinsic motivation variables. The method used in this study is causal quantitative with non-probability sampling used as a method of determining the sample, with the sample technique used is a saturated sample of the entire population of teachers working at SD Yayasan Al Azhar Lampung from a total population of 121 teachers. The data analysis method uses SEM PLS assisted by the SmartPLS 3.2.9 application. The results of the research are directly related to teacher competence, psychological capital, intrinsic motivation, and teacher performance that teacher competence has a positive and significant effect on teacher performance, psychological capital has no positive and insignificant effect on teacher performance, teacher competence has a positive and significant effect on motivation intrinsic, psychological capital has a positive and significant effect on intrinsic motivation, and intrinsic motivation has a positive and significant effect on teacher performance. The indirect relationship, namely intrinsic motivation as an intervening variable, is that intrinsic motivation can mediate the relationship between teacher competence on teacher performance and has a positive-significant effect, and intrinsic motivation can mediate the relationship between psychological capital on teacher performance and has a positive-significant effect.

Keywords: Teacher Competence, Psychological Capital, Intrinsic Motivation, Teacher Performance, COVID-19 Pandemic

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui apakah kompetensi dan *psychological capital* dapat mempengaruhi kinerja guru khususnya di lingkungang SD Yayasan Al Azhar Lampung baik secara langsung maupun di intervensi oleh variabel motivasi intrinsik. Metode yang digunakan dalam penelitian ini adalah Kausal Kuantitatif dengan *non-probability sampling* digunakan sebagai metode penentuan sampel, dengan teknik sampel yang digunakan adalah sample jenuh dari keseluruhan populasi guru yang bekerja di SD Yayasan Al Azhar Lampung dari jumlah populasi sebanyak 121 guru. Metode analisis datanya menggunakan SEM PLS dibantu aplikasi SmartPLS 3.2.9. Hasil penelitian terkait hubungan langsung dari kompetensi guru, *psychological capital*, motivasi intrinsik, dan kinerja guru bahwa kompetensi guru memiliki pengaruh positif dan signifikan terhadap kinerja guru, *psychological capital* tidak berpengaruh positif dan tidak signifikan terhadap kinerja guru, kompetensi guru memiliki pengaruh positif dan signifikan terhadap motivasi intrinsik, *psychological capital* memiliki pengaruh positif dan signifikan terhadap motivasi intrinsik, dan motivasi intrinsik memiliki pengaruh positif dan signifikan terhadap kinerja guru. Adapun hubungan tidak langsungnya yakni motivasi intrinsik sebagai variabel intervening adalah motivasi intrinsik dapat memediasi hubungan antara kompetensi guru terhadap kinerja guru dan berpengaruh positif-signifikan, serta motivasi intrinsik dapat memediasi hubungan antara *psychological capital* terhadap kinerja guru dan berpengaruh positif-signifikan.

Kata Kunci: Kompetensi Guru, *Psychological Capital*, Motivasi Intrinsik, Kinerja Guru, Pandemi COVID-19

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