

ABSTRACT

This study aims to analyze the effects of competency and training on teacher performance at IMS School through Employee Engagement as mediating variable. The population of this study were 46 permanent teachers at IMS School using nonprobability technique. The data were analyzed using Structural Equation Model-Partial Least Square (SEM-PLS) with the help of SmartPLS version 4.0 software for Windows. Results of the study show that competency, training, and employee engagement have positive and significant effects on teacher performance. Both Competency and Training have positive and significant effect on Employee Engagement; meanwhile, Training has positive and significant effects on Teacher Performance as mediated by Employee Engagement. Competency has positive but not significant effect on Employee Engagement as mediated by Employee Engagement. School leaders pay attention to the training provided to teachers in terms of training instructors who have qualifications in accordance with their fields of knowledge, training materials in the term of materials about making creative learning media and pay attention to training materials in the form of training materials related to teacher self-development and training materials on classroom management.

Keywords : competency, training, employee engagement, teacher performance



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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi dan pelatihan terhadap kinerja guru di Sekolah IMS melalui keterlibatan karyawan sebagai variabel mediasi. Populasi seluruh guru tetap yang ada di Sekolah IMS dengan metode pengambilan sampel adalah *nonprobability sampling* dengan teknik sampel jenuh sehingga sampel dalam penelitian ini berjumlah 46 orang guru. Metode analisis data menggunakan *struktural Equation Model-Partial Least Square* (SEM-PLS). Hasil penelitian menunjukkan bahwa kompetensi, Pelatihan dan Keterlibatan Karyawan berpengaruh positif dan signifikan terhadap kinerja guru. Kompetensi berpengaruh positif namun tidak signifikan terhadap keterlibatan karyawan. Pelatihan berpengaruh positif dan signifikan terhadap Keterlibatan Karyawan; Pelatihan berpengaruh positif dan signifikan terhadap Kinerja Guru melalui Keterlibatan Karyawan. Kompetensi berpengaruh positif namun tidak signifikan terhadap Keterlibatan Karyawan. Pimpinan sekolah memperhatikan pelatihan yang diberikan kepada para guru dalam hal instruktur pelatihan yang memiliki kualifikasi sesuai dengan bidang ilmunya, materi pelatihan berupa materi tentang pembuatan media pembelajaran kreatif dan memperhatikan materi pelatihan berupa materi pelatihan yang berkaitan dengan pengembangan diri guru dan materi pelatihan tentang pengelolaan manajemen kelas.

Kata Kunci: kompetensi, pelatihan, employee engagement, kinerja guru

