

ABSTRAK

Hubungan Persepsi Tentang Kompetensi Kepala Sekolah dan Motivasi Kerja dengan Kinerja Guru SMA Se-Kota Gunungsitoli

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Di bawah bimbingan: 1) Prof. Dr. Zainuddin, M.Pd, 2) Azhar Aziz, S.Psi, MA.

Penelitian ini mengkaji persepsi tentang kompetensi kepala sekolah dan motivasi kerja guru terkait hubungannya dengan kinerja guru. Penelitian ini bertujuan untuk memperoleh deskriptif persepsi tentang kompetensi kepala sekolah, motivasi kerja dan kinerja guru SMA se-Kota Gunungsitoli, Sumatera Utara, mengetahui apakah ada hubungan antara persepsi tentang kompetensi kepala sekolah dan motivasi kerja guru terhadap kinerja guru baik sendiri maupun bersama-sama. Penelitian ini menggunakan pendekatan kuantitatif. Sampel ditentukan secara simple random sampling dan terdiri dari 70 orang guru. Instrumen yang digunakan dalam bentuk angket. Teknik analisis data dilakukan dengan korelasi product moment dan analisis multiple correlation. Hasil penelitian mendeskripsikan persepsi tentang kompetensi kepala sekolah, motivasi kerja guru dan kinerja guru SMA se-Kota Gunungsitoli sudah tinggi sesuai dengan angka persentase skor rata-rata jawaban responden yang termasuk kategori sangat tinggi. Penelitian ini menemukan bahwa persepsi tentang kompetensi kepala sekolah mempunyai hubungan yang searah dan signifikan dengan kinerja guru dengan koefisien korelasi $r = 0,629$ dan angka probabilitas $p = 0,000$, dengan kontribusi pengaruh persepsi tentang kompetensi kepala sekolah terhadap kinerja guru sebesar 39,56%; Motivasi kerja guru mempunyai hubungan yang searah dan signifikan dengan kinerja guru dengan koefisien korelasi $r = 0,652$ dan angka probabilitas $p = 0,000$, dengan kontribusi pengaruh motivasi kerja guru terhadap kinerja guru sebesar 41,51%; Persepsi tentang kompetensi kepala sekolah dan motivasi kerja guru secara bersama-sama berkorelasi searah dan signifikan dengan kinerja guru, dengan koefisien korelasi sebesar 0.693 dan nilai $F_{hitung} = 30,958 > F_{tabel} = 3,13$, dengan kontribusi pengaruh persepsi tentang kompetensi kepala sekolah dan motivasi kerja guru secara bersama-sama terhadap kinerja guru sebesar 48,02%.

Kata kunci: Persepsi, kompetensi kepala sekolah, motivasi kerja guru, kinerja guru

ABSTRACT

Relationship Of Perceptions on Headmaster Competence and Teacher's Work Motivation Against the Teacher's Performance

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This research examines the headmaster competence and teacher's work motivation related to relationship with teacher's performance. This research aims to obtain a description of the perception on headmaster competence, work motivation and teacher's performance of senior high school in Gunungsitoli town, North Sumatra, aims to relationship between the perception on headmaster competence and teacher's work motivation on teacher's performance either alone or jointly. This research uses a quantitative approach. Samples were determined by simple random sampling and consisted of 70 teachers. The instruments used in the form of a questionnaire. Techniques of data analysis done with product moment correlation and analysis of multiple studies describe correlation. The research result describe perception on headmaster competence, teacher's work motivation and teacher's performance throughout senior high school teacher in Gunungsitoli Town has been high based on the percentage numbers in accordance with the average score of respondents were categorized as very high . This research found that perception on headmaster competence have a direct and significant relationship with teacher's performance with a correlation coefficient $r = 0.629$ and probability $p = 0,000$, with the contribution of the effect of the perception on headmaster competence on teacher's performance by 39.56%; Teacher's work motivation have a direct and significant relationship with teacher's performance with a correlation coefficient $r = 0.652$ and probability $p = 0,000$, with the contribution of the influence of teacher's work motivation on teacher's performance by 41.51%; Perception on headmaster competence and teacher's work motivation work together in the direction and significantly correlated with the teacher's performance, with a correlation coefficient of 0.693, and $F_{arithmetic} = 30,958 > F_{table} = 3,13$, the contribution of the effect of the perception on headmaster competence and teacher's work motivation together on teacher's performance by 48.02 %.

Keywords: Perception, headmaster competence, teacher's work motivation, teacher's performance