

Pengaruh kompetensi dan motivasi terhadap kinerja guru SMK Negeri di Kab. Tangerang, Banten (tahun 2015-2017) = The influence of competence and motivation on teacher performance of vocational teachers in Tangerang Regency, Banten (tahun 2015-2017)

Anyes Sedayu Pramesti, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20495335&lokasi=lokal>

Abstrak

Pemerintah berupaya menciptakan guru berkualitas yang memiliki kinerja baik. Berbagai kebijakan pemerintah telah diupayakan dalam meningkatkan kinerja guru, diantaranya adalah memberikan tunjangan guru melalui sertifikasi guru. Pemerintah mengalokasikan anggaran yang cukup besar untuk peningkatan kinerja guru melalui sertifikasi guru ini, tetapi pada kenyataannya kinerja guru masih rendah. Penelitian menunjukkan bahwa kinerja guru dipengaruhi oleh kompetensi dan motivasi guru. Penelitian ini menguji secara empiris pengaruh kompetensi dan motivasi guru terhadap kinerja guru SMK Negeri di kabupaten Tangerang, Banten. Penelitian ini melibatkan 112 guru SMK yang telah bersertifikasi pendidik. Data diolah menggunakan analisis Regresi Linier Berganda, dengan variabel independen adalah kompetensi dan motivasi guru, dan variabel dependennya adalah kinerja guru.

Hasil penelitian menunjukkan bahwa: 1) kompetensi berpengaruh positif dan signifikan terhadap kinerja guru; 2) motivasi berpengaruh positif dan signifikan terhadap kinerja guru; 3) kompetensi dan motivasi guru bersama-sama berpengaruh positif dan signifikan terhadap kinerja guru SMK Negeri di Kabupaten Tangerang. Tingkat kompetensi dan motivasi guru berada dalam kategori sedang. Pemerintah perlu menstimulasi guru agar tunjangan profesi guru yang sudah disalurkan dapat digunakan oleh guru untuk mengikuti program-program yang dapat meningkatkan kompetensi mereka dan dapat memotivasi mereka dalam pengembangan profesi sebagai guru. Penelitian selanjutnya perlu mengkaji faktor-faktor lain di luar kompetensi dan motivasi guru yang dapat mempengaruhi kinerja guru sehingga peningkatan kualitas sumber daya manusia bisa.

.....The government has undertaken many efforts to improve quality of national education by improving quality of teachers. Teachers should have a good performance when conducting their tasks and responsibilities. Good teacher performance has an important role in ensuring the quality of schools. Previous studies showed that teachers performance was influenced by teacher competence and motivation. To improve teacher performance, the government issued a policy to certify teachers. Certified teachers can earn additional teacher incentives besides their monthly salary. The teacher certification policy was expected to enhance teacher competence and motivation, hence, teacher performance. The government had allocated a lot of budget to enhance teacher performance. However, its result was not satisfying yet. This study tested the influence of teacher competence and motivation on performance. This study involved 112 certified teachers from vocational schools in Tangerang Regency, Banten. Data were analyzed using multiple linier regression, in which teacher competence and motivation as the independent variables while teacher performance as the dependent variable.

Results showed that (1) there were a positive and significant association between competence and teacher performance; (2) there was a positive connection between motivation and teacher performance; and (3) competence and motivation simultaneously influence to teacher performance in the context of vocational

teachers in Tangerang Regency. The level of competence and motivation of vocational teachers in Tangerang Regency in the category of moderates. The government should stimulate teachers to use the incentive for improving teacher competence and motivating their professional development. This study was subject to limitation as the variables included in this research are competence and motivation affecting teacher performance. Future study should examine other factors influencing teacher performance.