

Hubungan Kreativitas dan Kegigihan Terhadap Kinerja Tugas pada Guru SMA Negeri di Bandar Lampung: Intervensi Training Kreativitas = Relationship between Creativity and Grit on Teachers` Task Performance in Senior High Schools in Bandar Lampung: Training Creativity Intervention

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Abstrak

Kinerja tugas guru di Indonesia menjadi salah satu faktor penting dalam suksesnya proses pendidikan di Satuan Pendidikan. Namun kondisi yang terjadi masih perlu mendapatkan perhatian yakni kinerja tugas guru di provinsi Lampung masih perlu ditingkatkan. Berdasarkan literatur review peneliti melihat dalam studi pendahuluan yang sudah dilakukan di temukan bahwa kreativitas guru SMA Negeri XYZ sebesar 72,2 % sehingga kreativitas guru masih harus ditingkatkan karena hal ini yang disampaikan kepala sekolah bahwa ada sebagian guru yang terkadang masih selalu menggunakan metode-metode lama karena menganggap bahwa metode dan teknologi yang terbaru dianggap menyulitkan jadi guru masih suka menggunakan metode lama. Penelitian ini bertujuan untuk meneliti keterhubungan variabel kreativitas, Kegigihan, dan kinerja tugas pada guru SMA di Bandar Lampung (studi 1), yang hasil analisis di studi 1 menjadi acuan untuk melakukan intervensi berupa training bagi guru di studi 2. Pengukuran kinerja tugas (Task Performance)dilakukan dengan mengadaptasi alat ukur Individual Work Performance Questionnaire (IWPQ) Versi Bahasa Indonesia (Koopmans, 2011, dalam Widyastuti & Hidayat, 2018). Pengukuran kreativitas dilakukan dengan mengadaptasi alat ukur Runco Ideational Behavior Scale (RIBS) Versi Bahasa Indonesia (Plucker dkk., 2006). Pengukuran kegigihan (Grit) dilakukan dengan mengadaptasi alat ukur The Short Grit Scale (Duckworth & Quinn, 2009, dalam Aprilolita, 2020). Partisipan penelitian adalah 215 orang guru SMA di Bandar Lampung. Hasil membuktikan bahwa terdapat pengaruh positif dan signifikan antara kreativitas dan Kegigihan (grit) terhadap kinerja tugas, semakin tinggi kreativitas dan kegigihan (grit) guru SMA di Bandar Lampung, maka semakin meningkatkan kinerja tugas guru SMA di Bandar Lampung. Program intervensi training kreativitas efektif dalam meningkatkan kinerja tugas guru SMA di Bandar Lampung (Skor Wilcoxon Asymp. Sig (2-tailed) 0,000 < 0,05) dengan kenaikan skor rata-rata pretest dan posttest sebesar 5,38. Dengan demikian training kreativitas perlu diterapkan bagi guru SMA di Bandar Lampung guna meningkatkan kinerja tugas.

.....Teacher of task performance in Indonesia is an important factor in the success of the educational process in educational units. However, the conditions that occur still need attention, namely the task performance of teachers in Lampung province still needs to be improved. Based on the literature review, the researcher saw that in the preliminary study that had been carried out, it was found that the creativity of teachers at SMA Negeri because they think that the latest methods and technology are considered difficult, so teachers still like to use old methods. This study aims to examine the relationship between the variables creativity, grit, and task performance in high school teachers in Bandar Lampung (study 1), the results of the analysis in study 1 become a reference for carrying out interventions in the form of training for teachers in study 2. Measurement of Task Performance is carried out by adapting the Indonesian version of the Individual Work Performance Questionnaire (IWPQ) measuring tool (Koopmans, 2011, in Widyastuti & Hidayat, 2018).

Creativity was measured by adapting the Indonesian version of the Runco Ideational Behavior Scale (RIBS) measuring instrument (Plucker et al., 2006). Grit measurement was carried out by adapting the Short Grit Scale measuring tool (Duckworth & Quinn, 2009, in Aprilolita, 2020). The research participants were 215 high school teachers in Bandar Lampung. The results prove that there is a positive and significant influence between creativity and grit on task performance, the higher the creativity and grit of high school teachers in Bandar Lampung, the greater the task performance of high school teachers in Bandar Lampung. The creativity and grit training intervention program was effective in improving the task performance of high school teachers in Bandar Lampung (Wilcoxon Asymp. Sig score (2-tailed) $0.000 < 0.05$) with an increase in the average pretest and posttest score of 5.38. Thus, grit training needs to be implemented for high school teachers in Bandar Lampung to improve the task performance.