

PENGARUH AKUNTABILITAS, NASIONALISME, ETIKA PUBLIK, KOMITMEN MUTU, DAN ANTI KORUPSI (ANEKA) TERHADAP KINERJA GURU ANGKATAN TAHUN 2019 DI KOTA DENPASAR

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ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh variabel-variabel ANEKA, yaitu akuntabilitas, nasionalisme, etika public, komitmen mutu dan sikap anti korupsi terhadap kinerja guru ASN. Penelitian ini menggunakan pendekatan model *ex-post facto*. Populasi penelitian ini adalah guru ASN kota Denpasar 2019 sebanyak 174 orang, jumlah sampel diambil berdasarkan Tabel Cohen, Manion & Morison dengan minimal sampel 115 orang, sampel penelitian diambil lebih banyak untuk menghindari bias data, yaitu sebanyak 129 guru ASN diperoleh dengan menggunakan teknik *simple random sampling*. Seluruh data dikumpulkan menggunakan teknik kuesioner dengan *Skala Likert*. Analisis data dilakukan dengan *structural equation modeling* (SEM). Hasil penelitian menunjukkan: (1) model hubungan antar-variabel yang berpengaruh terhadap kinerja guru terbukti secara empiris; (2) akuntabilitas berpengaruh signifikan dengan kinerja guru karena diperoleh nilai $p = 0,006 < 0,05$ dengan nilai standar estimasi korelasi sebesar 1,237 yang menunjukkan tingkat korelasi yang tinggi karena berada di atas angka 0.5; (2) nasionalisme tidak berpengaruh secara signifikan terhadap kinerja guru karena diperoleh nilai $p = 0.094 > 0,05$; (3) bahwa etika publik tidak berpengaruh signifikan terhadap kinerja guru karena diperoleh nilai $p = 0.987 > 0,05$; (4) komitmen mutu berpengaruh signifikan dengan kinerja guru karena diperoleh nilai $p = 0,023 < 0,05$ dengan nilai standar estimasi korelasi sebesar 0,953 yang menunjukkan tingkat korelasi yang tinggi karena berada diatas angka 0.5; (5) Sikap antikorupsi tidak berpengaruh signifikan terhadap kinerja guru karena nilai $p = 0,206 > 0,05$. Jadi dapat disimpulkan bahwa variabel ANEKA secara bersama sama berpengaruh terhadap kinerja guru walaupun dengan nilai yang berbeda beda. Implikasinya dalam upaya peningkatan kinerja guru ASN perlu difokuskan pada pengembangan akuntabilitas dan komitmen mutu guru melalui diklat latsar maupun kegiatan lainnya. Semua variabel berpengaruh secara bersama sama terhadap kinerja guru namun diantara variabel tersebut yang paling berpengaruh pada kinerja guru ASN adalah akuntabilitas dan komitmen mutu, sehingga pembinaan dalam ANEKA untuk meningkatkan kinerja guru sebaiknya berfokus pada aspek-aspek akuntabilitas dan komitmen mutu.

Kata Kunci: akuntabilitas, nasionalisme, etika public, komitmen mutu, sikap anti korupsi, kinerja guru

THE INFLUENCE OF ACCOUNTABILITY, NATIONALISM, PUBLIC ETHICS, QUALITY COMMITMENTS, AND ANTI-CORRUPTION ON THE PERFORMANCE OF TEACHERS FOR THE YEAR OF 2019 IN THE CITY OF DENPASAR

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ABSTRACT

The purpose of this study is to determine the influence of ANEKA variables, namely accountability, nationalism, public ethics, quality commitment, and anti-corruption attitudes on the performance of ASN teachers. This study uses an ex-post facto model approach. The study population was 174 ASN teachers in Denpasar city 2019, the number of samples was taken based on the Cohen, Manion & Morison Table with a minimum sample of 115 people, the research sample was taken more to avoid data bias, namely as many as 129 ASN teachers were obtained using a simple random sampling technique. All data were collected using questionnaire techniques with the Lokert Scale. Data analysis was carried out by structural equation modeling (SEM). The results showed: (1) the model of the relationship between variables that affect teacher performance is empirically proven; (2) accountability had a significant effect on teacher performance because a p value = 0.006 < 0.05 was obtained with a standard value of estimated correlation of 1.237 which showed a high level of correlation because it was above the number 0.5; (2) nationalism has no significant effect on teacher performance because it obtained a p value = 0.094 > 0.05; (3) that public ethics has no significant effect on teacher performance because it obtained a p value = 0.987 > 0.05; (4) quality commitment has a significant effect on teacher performance because a p value = 0.023 < 0.05 with a standard value of estimated correlation of 0.953 which indicates a high level of correlation because it is above the number 0.5; (5) Anti-corruption attitudes have no significant effect on teacher performance because the p value = 0.206 > 0.05. It can be explained that the ANEKA variable simultaneously affects the teacher's performance although with different values. The implication is that efforts to improve the performance of ASN teachers need to be focused on developing accountability and commitment to teacher quality through training and other activities. All variables affect teacher performance simultaneously, but among these variables the most influential on ASN teacher performance are accountability and quality commitment, so that coaching in ANEKA to improve teacher performance should focus on aspects of accountability and quality commitment.

Keywords: *accountability, nationalism, public ethics, quality commitment, anti-corruption attitude, teacher performance*