

ABSTRAK

Peri Ardiyasa, I Made (2023), *Determinasi Kompetensi Manajerial Kepala Sekolah, Supervisi Akademik, Etos Kerja dan Motivasi Kerja Terhadap Kinerja Guru SMK Teknologi Nasional Denpasar di Era Revolusi Industri 4.0*. Tesis, Administrasi Pendidikan, Pascasarjana, Universitas Pendidikan Ganesha.

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Kata - kata kunci: Kompetensi Manajerial, Supervisi Akademik, Kinerja Guru

Tujuan penelitian ini untuk mengetahui besaran determinasi kompetensi manajerial kepala sekolah, supervisi akademik, etos kerja dan motivasi kerja terhadap kinerja guru SMK Teknologi Nasional. Jenis penelitian ini adalah *expost facto* dengan jumlah populasi sebesar 36 orang guru dan seluruh populasi (sampel total) dijadikan sampel dalam penelitian ini. Data dikumpulkan dengan kuesioner tipe tertutup dengan 5 opsi. Analisis data dilakukan dengan teknik korelasi product moment, korelasi parsial, dan korelasi ganda. Hasil penelitian menemukan bahwa: (1) terdapat korelasi yang signifikan kompetensi manajerial kepala sekolah terhadap kinerja guru ($r_{1y-2,3,4} = 0,607$) dan determinasi sebesar 24,14%. (2) terdapat korelasi yang signifikan supervisi akademik terhadap kinerja guru ($r_{2y-1,3,4} = 0,398$) dan determinasi sebesar 12,73%. (3) terdapat korelasi yang signifikan etos kerja terhadap kinerja guru ($r_{3y-1,2,4} = 0,686$) dan determinasi sebesar 32,57%. (4) terdapat korelasi yang signifikan motivasi kerja terhadap kinerja guru ($r_{4y-1,2,3} = 0,625$) dan determinasi sebesar 20,16%. 5) secara simultan, terdapat korelasi yang signifikan kompetensi manajerial kepala sekolah, supervisi akademik, etos kerja, dan motivasi kerja terhadap kinerja guru ($R_{y,1,2,3,4} = 0,898$) dan determinasi sebesar 89,60% terhadap kinerja guru SMK Teknologi Nasional. Dengan demikian keempat variabel tersebut dijadikan prediktor tingkat kecendrungan peningkatan kinerja guru SMK Teknologi Nasional.

ABSTRACT

Peri Ardiyasa, I Made (2023). *“The Determination of the Managerial Competence of the School Principal, Academic Supervision, Work Ethic, and Work Motivation on the Performance of Teachers at the National Technology Vocational High School in Denpasar in the Era of the Industrial Revolution 4.0”*. Thesis, Educational Administration, Postgraduate Program, Ganesha University of Education.

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Keywords: Managerial Competence, Academic Supervision, Teacher Performance

The objective of this research is to determine the magnitude of the determinants of the school principal's managerial competence, academic supervision, work ethic, and work motivation on the performance of teachers at the National Technology Vocational High School. This research is an ex-post facto study with a population of 36 teachers, and the entire population (total sample) is used as the sample in this study. Data were collected using a closed-type questionnaire with 5 options. Data analysis was performed using the product-moment correlation technique, partial correlation, and multiple correlations. The research findings indicate that: (1) there is a significant correlation between the school principal's managerial competence and teacher performance ($r_{1y-2,3,4} = 0.607$) with a determination of 24.14%. (2) There is a significant correlation between academic supervision and teacher performance ($r_{2y-1,3,4} = 0.398$) with a determination of 12.73%. (3) There is a significant correlation between work ethic and teacher performance ($r_{3y-1,2,4} = 0.686$) with a determination of 32.57%. (4) There is a significant correlation between work motivation and teacher performance ($r_{4y-1,2,3} = 0.625$) with a determination of 20.16%. (5) Simultaneously, there is a significant correlation between the school principal's managerial competence, academic supervision, work ethic, and work motivation on teacher performance ($R_{y.1,2,3,4} = 0.898$) with a determination of 89.60% on the performance of teachers at the National Technology Vocational High School. Thus, these four variables are considered predictors of the tendency to improve the performance of teachers at the National Technology Vocational High School