

**PENGARUH SERTIFIKASI GURU, KEPEMIMPINAN KEPALA
SEKOLAH, KEPUASAN KERJA DAN ETOS KERJA TERHADAP
KINERJA GURU PENDIDIKAN AGAMA ISLAM
DI KABUPATEN BADUNG**

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ABSTRAK

Penelitian ini bertujuan mengkaji pengaruh sertifikasi guru, kepemimpinan kepala sekolah, kepuasan kerja dan etos kerja terhadap kinerja guru Pendidikan Agama Islam di Kabupaten Badung. Penelitian ini menggunakan pendekatan *ex-post facto* dengan melibatkan 60 orang guru Pendidikan Agama Islam di Kabupaten Badung. Sampel penelitian yang diambil dengan teknik sampling total. Data dikumpulkan dengan kuesioner model skala Likert dan data hasil penelitian dianalisis dengan teknik statistik deskriptif dan inferensial multivariat dengan teknik *Structur Equational Modeling Partial Least Squares* (SEM-PLS). Hasil penelitian menunjukkan bahwa (1) Secara simultan terdapat pengaruh yang signifikan sertifikasi guru (X_1), kepemimpinan kepala sekolah (X_2) Secara deskriptif kuantitatif semua variabel dinyatakan cenderung sangat baik, (2) Model teoritik hubungan antar variabel eksogen dan endogen dinyatakan terbukti secara empirik, (3) Sertifikasi guru (X_1), kepemimpinan kepala sekolah (X_2) berpengaruh secara langsung dan signifikan terhadap kepuasan kerja (Y_1) dan etos kerja (Y_2), (4) sertifikasi guru (X_1), kepemimpinan kepala sekolah (X_2) berpengaruh secara langsung dan signifikan terhadap kinerja guru (Y_3), Kepuasan kerja (Y_1), etos kerja (Y_2) tidak berpengaruh secara langsung terhadap kinerja guru (Y_3), (5) sedangkan kepuasan kerja (Y_1), etos kerja (Y_2) tidak berpengaruh secara langsung dan tidak signifikan terhadap kinerja guru (Y_3), (6) kepuasan kerja dan etos kerja (Y_2) positif dan signifikan sebagai pemediasi pengaruh secara tidak langsung sertifikasi guru (X_1), kepemimpinan kepala sekolah (X_2) terhadap kinerja guru (Y_3). Temuan penelitian ini menunjukkan bahwa sertifikasi guru, kepemimpinan kepala sekolah mendorong kepuasan kerja dan etos kerja untuk meningkatkan kinerja guru Pendidikan Agama Islam di Kabupaten Badung.

Kata kunci : Sertifikasi guru, kepemimpinan kepala sekolah, kepuasan kerja, etos kerja dan kinerja guru

INFLUENCE OF TEACHER CERTIFICATION, SCHOOL PRINCIPAL LEADERSHIP, JOB SATISFACTION AND WORK ETHIC ON THE PERFORMANCE OF ISLAMIC RELIGIOUS EDUCATION TEACHERS IN BADUNG DISTRICT

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ABSTRACT

This research aims to examine the influence of teacher certification, school principal leadership, job satisfaction and work ethic on the performance of Islamic Religious Education teachers in Badung Regency. This research used an ex-post facto approach involving 60 Islamic Religious Education teachers in Badung Regency. The research sample was obtained using total sampling technique. Data were collected using a Likert scale model questionnaire and research data were analyzed with descriptive and inferential multivariate statistical techniques using the Structural Equational Modeling Partial Least Squares (SEM-PLS) technique. The results of the research show that (1) Simultaneously there is a significant influence on teacher certification (X_1), school principal leadership (X_2). In quantitative descriptive terms, all variables stated to tend to be very good, (2) The theoretical model of the relationship between exogenous and endogenous variables is stated to be empirically proven. , (3) Teacher certification (X_1), principal leadership (X_2) have a direct and significant effect on job satisfaction (Y_1) and work ethic (Y_2), (4) teacher certification (X_1), the principal's leadership (X_2) has a direct and significant effect on teacher performance (Y_3), job satisfaction (Y_1), work ethic (Y_2) have no direct effect on teacher performance (Y_3), (5) job satisfaction (Y_1), work ethic (Y_2) have no direct influence and are not significant on teacher performance (Y_3), (6) job satisfaction and work ethic (Y_1 , Y_2) are positive and significant as indirect mediating influences on teacher certification (X_1), principal leadership (X_2) on teacher performance (Y_3). The findings of this research show that teacher certification and school principal leadership encourage job satisfaction and work ethic to improve the performance of Islamic Religious Education teachers in Badung Regency.

Keywords: Teacher certification, principal leadership, job satisfaction, work ethic and teacher performance