

ABSTRAK

Penelitian ini bertujuan untuk (1) mengetahui besaran kontribusi sertifikasi guru terhadap kinerja guru sekolah dasar di Gugus III Kecamatan Penebel Kabupaten Tabanan, (2) mengetahui besaran kontribusi motivasi kerja terhadap kinerja guru sekolah dasar di Gugus III Kecamatan Penebel Kabupaten Tabanan, (3) mengetahui besaran kontribusi supervisi akademik terhadap kinerja guru sekolah dasar di Gugus III Kecamatan Penebel Kabupaten Tabanan, (4) mengetahui besaran kontribusi sertifikasi guru, motivasi kerja, dan supervisi akademik secara bersama-sama terhadap kinerja guru sekolah dasar di Gugus III Kecamatan Penebel Kabupaten Tabanan. Penelitian ini adalah penelitian “*ex-post facto*” dengan besar sampel 35 yang diambil dengan teknik proporsional random sampling dari populasi sebesar 38 sekolah. Data dikumpulkan dengan kuisisioner. Analisis data dilakukan dengan teknik korelasi *product moment*, regresi ganda, dan korelasi parsial. Hasil penelitian menunjukkan bahwa : (1) terdapat kontribusi yang positif dan signifikan sertifikasi guru terhadap kinerja guru sekolah dasar di Gugus III Kecamatan Penebel Kabupaten Tabanan dengan koefisien korelasi sebesar 0,520 dan sumbangan efektif sebesar 12,28%, (2) terdapat kontribusi yang positif dan signifikan motivasi kerja terhadap kinerja guru sekolah dasar di Gugus III Kecamatan Penebel Kabupaten Tabanan dengan koefisien korelasi sebesar 0,653 dan sumbangan efektif sebesar 24,49%, (3) terdapat kontribusi yang positif dan signifikan supervisi akademik terhadap kinerja guru sekolah dasar di Gugus III Kecamatan Penebel Kabupaten Tabanan dengan koefisien korelasi sebesar 0,679 dan sumbangan efektif sebesar 26,63%, (4) terdapat kontribusi yang positif dan signifikan secara bersama-sama sertifikasi guru, motivasi kerja dan supervisi akademik terhadap kinerja sekolah dasar di Gugus III Kecamatan Penebel Kabupaten Tabanan dengan koefisien korelasi sebesar 0,796 dan kontribusi sebesar 63,4%.

Kata Kunci: sertifikasi guru, motivasi kerja, supervisi akademik, kinerja guru

ABSTRACT

This research aims to (1) determine the magnitude of the contribution of teacher certification to the performance of elementary school teachers in Cluster III, Penebel District, Tabanan Regency, (2) determine the magnitude of the contribution of work motivation to the performance of elementary school teachers in Cluster III, Penebel District, Tabanan Regency, (3) determine the magnitude of the contribution of academic supervision to the performance of elementary school teachers in Cluster III, Penebel District, Tabanan Regency, (4) knowing the magnitude of the contribution of teacher certification, work motivation, and academic supervision together to the performance of elementary school teachers in Cluster III Penebel District, Tabanan Regency. This research is an "ex-post facto" study with a sample size of 35 taken using proportional random sampling technique from a population of 38 schools. Data was collected by questionnaire. Data analysis was carried out using product moment correlation, multiple regression and partial correlation techniques. The results of the research show that: (1) there is a positive and significant contribution of teacher certification to the performance of elementary school teachers in Cluster III, Penebel District, Tabanan Regency with a correlation coefficient of 0.520 and an effective contribution of 12.28%, (2) there is a positive contribution and significant work motivation on the performance of elementary school teachers in Cluster III, Penebel District, Tabanan Regency with a correlation coefficient of 0.653 and an effective contribution of 24.49%, (3) there is a positive contribution and academic supervision is significant on the performance of elementary school teachers in Cluster III, Penebel District, Tabanan Regency with a correlation coefficient of 0.679 and an effective contribution of 26.63%, (4) there is a positive and significant contribution together with teacher certification, work motivation and academic supervision on the performance of elementary schools in Cluster III Penebel District, Tabanan Regency with a correlation coefficient of 0.796 and a contribution of 63.4%.

Keywords: teacher certification, work motivation, academic supervision, teacher performance