ABSTRAK

Penelitian ini bertujuan untuk menganalisis dan menjelaskan pengaruh kompetensi kepribadian, kompetensi sosial, dan kompetensi professional Kepala sekolah terhadap kinerja guru. Penelitian kuantitaitif ini bersifat *ex post facto* dengan pendekatan survei menggunakan kuesioner. Subjek penelitian adalah guru Sekolah Dasar Negeri di kecamatan Kopang Kabupaten Lombok Tengah dengan populasi sebanyak 314 orang tersebar pada 47 sekolah. Pengambilan sampel menggunakan formula *Isaac* dan *Michael* diperoleh 173 orang. Pengumpulan data menggunakan kuestioner yang disebarkan secara acak. Analisis data menggunakan teknik regresi linier berganda dengan melakukan uji asumsi klasik; uji normalitas, uji linearitas, uji multikolineritas, dan uji heteroskedasitas dan hasilnya memenuhi kelayakan model regresi. Hasil penelitian adalah: (1) kompetensi kepribadian kepala sekolah berpengaruh positif yang signifikan terhadap kinerja guru diyunjukkan dengan koefisien regresi sebesar 0,307 dan sumbangan efektifnya sebesar 14,52%. (2) kompetensi sosial kepala sekolah berpengaruh positif yang signifikan terhadap kinerja guru ditunjukkan dengan koefisien regresi sebesar 0,812 dan sumbangan efektifnya sebesar 37,72%. (3) kompetensi professional kepala sekolah berpengaruh positif yang signifikan terhadap kinerja guru ditunjukkan dengan koefisien regresi sebesar 0,517 dan sumbangan efektifnya sebesar 29,46%. (4) kompetensi kepribadian, kompetensi sosial, kompetensi professional kepala sekolah secara bersama-sama berpengaruh positif yang signifikan antara terhadap kinerja guru ditunjukkan dengan koefisien regresi ganda sebesar 0,904 dan determinasinya sebesar 81,7%. Temuan penelitian adalah kompetensi sosial kepala sekolah memiliki pengaruh paling besar daripada variabel lain. Direkomendasikan bahwa kompetensi kepribadian, kompetensi sosial dan kompetensi profesional kepala sekolah dapat dijadikan prediktor untuk meningkatkan kinerja guru SD Negeri di kecamatan Kopang kaupaten Lombok Tengah.

Kata Kunci: Kompetensi kepribadian, kompetensi sosial, kompetensi professional, kinerja guru.

ABSTRACT

This study aims to analyze and explain the influence of personality competence, social competence, and professional competence of the principal on teacher performance. This quantitative study is ex post facto with a survey approach using a questionnaire. The subjects of the study were elementary school teachers in Kopang sub-district, Central Lombok Regency with a population of 314 people spread across 47 schools. Sampling using the Isaac and Michael formula obtained 173 people. Data collection using questionnaires distributed randomly. Data analysis used multiple linear regression techniques by conducting classical assumption tests; normality tests, linearity tests, multicollinearity tests, and heteroscedasticity tests and the results met the feasibility of the regression model. The results of the study are: (1) the personality competence of the principal has a significant positive effect on teacher performance indicated by a regression coefficient of 0.307 and an effective contribution of 14.52%. (2) the social competence of the principal has a significant positive effect on teacher performance indicated by a regression coefficient of 0.812 and an effective contribution of 37.72%. (3) The principal's professional competence has a significant positive effect on teacher performance, as shown by the regression coefficient of 0.517 and its effective contribution of 29.46%. (4) The principal's personality competence, social competence, and professional competence together have a significant positive effect on teacher performance, as shown by the multiple regression coefficient of 0.904 and its determination of 81.7%. The research findings are that the principal's social competence has the greatest influence compared to other variables. It is recommended that the principal's personality competence, social competence and professional competence can be used as predictors to improve the performance of elementary school teachers in Kopang sub-district, Central Lombok Regency.

***Keywords**: Personality Competence, Social Competence, Professional Competence*