

**PENGARUH KOMPETENSI PROFESIONAL, MOTIVASI KERJA DAN
BURNOUT TERHADAP KINERJA GURU PADA GURU HONORER DAN
PPPK TINGKAT SMA se-KECAMATAN BULELENG**

Oleh

Ni Luh Putu Indah Astiti Setiawati, NIM 2217041215

Jurusan Manajemen

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh kompetensi profesional, motivasi kerja, dan burnout terhadap kinerja guru honorer dan PPPK tingkat SMA se-Kecamatan Buleleng, baik secara parsial maupun simultan. Penelitian ini menggunakan desain kuantitatif kausal. Populasi penelitian berjumlah 184 guru honorer dan PPPK, dengan sampel sebanyak 126 responden yang ditentukan menggunakan rumus Slovin. Pengambilan sampel dilakukan melalui teknik probability sampling dengan metode proportionate stratified random sampling. Data dikumpulkan menggunakan kuesioner berskala Likert dan dianalisis melalui regresi linier berganda dengan bantuan IBM SPSS Statistics versi 27.0 for Windows. Hasil penelitian menunjukkan bahwa: (1) kompetensi profesional berpengaruh positif dan signifikan terhadap kinerja guru; (2) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja guru; (3) burnout berpengaruh negatif dan signifikan terhadap kinerja guru; serta (4) kompetensi profesional, motivasi kerja, dan burnout secara simultan berpengaruh signifikan terhadap kinerja guru. Ketiga variabel tersebut mampu menjelaskan variasi kinerja guru sebesar 81,0%, sedangkan sisanya sebesar 19,0% dipengaruhi oleh faktor lain di luar penelitian. Temuan ini menegaskan bahwa peningkatan kompetensi profesional dan motivasi kerja, disertai pengelolaan burnout yang tepat, menjadi faktor penting dalam meningkatkan kinerja guru honorer dan PPPK tingkat SMA se-Kecamatan Buleleng.

Kata kunci: burnout, guru honorer, kinerja guru, kompetensi profesional, motivasi kerja, PPPK.

**THE INFLUENCE OF PROFESSIONAL COMPETENCE, WORK
MOTIVATION, AND BURNOUT ON THE PERFORMANCE OF
CONTRACT (HONORARY) AND PPPK HIGH SCHOOL TEACHERS IN
BULELENG REGENCY**

By

Ni Luh Putu Indah Astiti Setiawati, NIM 2217041215

Management Major

ABSTRACT

This study aims to examine the influence of professional competence, work motivation, and burnout on the performance of honorary and PPPK (Government Employees with Work Agreements) teachers at the high school level in Buleleng District, both partially and simultaneously. A quantitative causal research design was employed. The study population consisted of 184 honorary and PPPK teachers, with a sample of 126 respondents determined using Slovin's formula. Sampling was conducted using a probability sampling technique—specifically, proportionate stratified random sampling. Data were collected via Likert-scale questionnaires and analyzed using multiple linear regression with the aid of IBM SPSS Statistics version 27.0 for Windows. The results indicate that: (1) professional competence has a positive and significant effect on teacher performance; (2) work motivation has a positive and significant effect on teacher performance; (3) burnout has a negative and significant effect on teacher performance; and (4) professional competence, work motivation, and burnout simultaneously have a significant effect on teacher performance. These three variables explain 81.0% of the variation in teacher performance, while the remaining 19.0% is influenced by factors outside the scope of this study. These findings confirm that enhancing professional competence and work motivation, alongside proper burnout management, are crucial factors in improving the performance of honorary and PPPK high school teachers in Buleleng District.

Keywords: burnout, contract teacher, teacher performance, professional competence, work motivation, PPPK.