

**KONTRIBUSI ETOS KERJA, MOTIVASI KERJA, DISIPLIN KERJA
DAN SUPERVISI AKADEMIK TERHADAP KINERJA GURU SD
GUGUS VII KECAMATAN MENGWI**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui kontribusi etos kerja, motivasi kerja, disiplin kerja dan supervisi akademik terhadap kinerja guru SD Gugus VII Kecamatan Mengwi. Penelitian ini merupakan penelitian *ex-post facto* dengan jumlah populasi sekaligus sampel 34 orang dengan menggunakan teknik sampling studi populasi. Metode pengumpulan data menggunakan instrumen kuesioner etos kerja, motivasi kerja, disiplin kerja, supervisi akademik dan kinerja guru. Data yang diperoleh dianalisis dalam dua tahap, yaitu dengan analisis statistik deskriptif dan analisis statistik inferensial teknik korelasi Product Momen, korelasi Parsial, analisis regresi ganda empat prediktor. Hasil penelitian menunjukkan bahwa: (1) terdapat kontribusi yang signifikan etos kerja terhadap kinerja guru dengan sumbangan efektif sebesar 13,59%, (2) terdapat kontribusi yang signifikan motivasi kerja terhadap kinerja guru dengan sumbangan efektif sebesar 13,29%, (3) terdapat kontribusi yang signifikan disiplin kerja terhadap kinerja guru dengan sumbangan efektif sebesar 13,15%, (4) terdapat kontribusi yang signifikan supervisi akademik terhadap kinerja guru dengan sumbangan efektif sebesar 15,37%, (5) terdapat kontribusi yang signifikan etos kerja, motivasi kerja, disiplin kerja dan supervisi akademik secara simultan terhadap kinerja guru dengan sumbangan efektif sebesar 55,40%. Adanya kontribusi etos kerja, motivasi kerja, disiplin kerja dan supervisi akademik terhadap kinerja guru menunjukkan etos kerja, motivasi kerja, disiplin kerja dan supervisi akademik berpengaruh terhadap kinerja guru SD Gugus VII Kecamatan Mengwi.

Kata kunci: etos kerja, motivasi kerja, disiplin kerja, supervisi akademik, kinerja guru

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ABSTRACT

The aim of this study to know the contribution of work ethos, work motivation, work discipline and academic supervision on teachers performance in SD Gugus VII Kecamatan Mengwi. This study was ex-post facto research with total population as well as sample of 34 people by using population study sampling technique. The data were collected through taking questionnaire of work ethos, work motivation, work discipline, academic supervision and teachers performance instrument. The data were analyzed in two steps, with descriptive statistic analysis and inferential statistic analysis through Product Moment correlation technique, partial correlation and multiple regression of four predictors. The results showed that (1) there is a significant contribution of work ethos to teachers performance with an effective contribution of 13,59% , (2) there is a significant contribution of work motivation to teachers performance with an effective contribution of 13,29%, (3) there is a significant contribution of work discipline to teachers performance with an effective contribution of 13,15%, (4) there is a significant contribution of academic supervision to teachers performance with an effective contribution of 15,37%, (5) there is a significant contribution of work ethos, work motivation, work discipline and academic supervision contribute together with an effective contribution of 55,40%. In contributing work ethos, work motivation, work discipline and academic supervision on teachers performance showed work ethos, work motivation, work discipline and academic supervision that was influential on teachers performance in SD Gugus VII Kecamatan Mengwi academic year 2019/2020.

Keywords : work ethos; work motivation; work discipline; academic supervision; teachers performance.