

KONTRIBUSI IKLIM KERJA SEKOLAH, SUPERVISI KLINIS, MOTIVASI KERJA, DAN KEPUASAN KERJA TERHADAP KINERJA GURU DI SMK PGRI DENPASAR

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui besarnya kontribusi iklim kerja sekolah, supervise klinis, motivasi kerja, dan kepuasan kerja terhadap kinerja guru di SMK PGRI Denpasar. Penelitian ini merupakan penelitian *ex-post facto*. Populasi sampel dalam penelitian ini adalah 50 orang guru tetap yayasan. Alat pengumpulan data berupa kuisioner menggunakan Skala Likert. Analisis data dengan Teknik regresi ganda, korelasi parsial, uji F, uji t, dan uji Koefisien Determinas dengan bantuan Microsoft Excel 2010 menggunakan Data Analysis. Hasil dari penelitian ini menunjukkan bahwa (1) terdapat kontribusi signifikan antara iklim kerja sekolah terhadap kinerja guru sebesar 18,72%, (2) terdapat kontribusi signifikan antara supervise klinis terhadap kinerja guru sebesar 67,48%, (3) terdapat kontribusi signifikan antara motivasi kerja terhadap kinerja guru sebesar 6,26 %, (4) terdapat kontribusi tidak signifikan antara kepuasan kerja terhadap kinerja guru sebesar 0,44%, (5) secara bersama-sama terdapat kontribusi yang signifikan antara iklim kerja sekolah, supervisi klinis, motivasi kerja, dan kepuasan kerja terhadap kinerja guru di SMK PGRI Denpasar sebesar 93,63%.

Kata Kunci: Iklim Kerja Sekolah, Supervisi Klinis, Motivasi Kerja, Kepuasan Kerja, Kinerja Guru.

CONTRIBUTION OF SCHOOL WORK CLIMATE, CLINICAL SUPERVISION, WORK MOTIVATION, AND WORK SATISFACTION TOWARD TEACHER PERFORMANCE IN SMK PGRI DENPASAR

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ABSTRACT

This study aims to determine the magnitude of the contribution of the school work climate, clinical supervision, work motivation, and job satisfaction on teacher performance at SMK PGRI Denpasar. This research is an ex-post facto research. The sample population in this study was 50 permanent teachers of the foundation. Data collection tool in the form of a questionnaire using a Likert Scale. Data analysis with multiple regression techniques, partial correlation, F test, t test, and Determinas Coefficient test with the help of Microsoft Excel 2010 using Data Analysis. The results of this study indicate that (1) there is a significant contribution between the school work climate towards teacher performance by 18,72%, (2) there is a significant contribution between clinical supervision to teacher performance by 67.48%, (3) there is a significant contribution between work motivation on teacher performance by 6,26%, (4) there is no significant contribution between job satisfaction and teacher performance of 0.44%, (5) together there is a significant contribution between school work climate, clinical supervision, work motivation, and job satisfaction on the performance of teachers in Denpasar PGRI Vocational Schools amounted to 93,63%.

Keywords: School Work Climate, Clinical Supervision, Work Motivation, Job Satisfaction, Teacher Performance.