

KONTRIBUSI SUPERVISI KEPALA SEKOLAH, MOTIVASI BERPRESTASI DAN KOMITMEN KERJA TERHADAP KINERJA GURU SEKOLAH DASAR DI GUGUS IX KECAMATAN BULELENG

Abstrak

Permasalahan dalam penelitian ini adalah apakah terdapat kontribusi supervisi kepala sekolah, motivasi berprestasi dan komitmen kerja terhadap kinerja guru SD di Gugus IX Kecamatan Buleleng. Tujuan dalam penelitian ini untuk mengetahui besaran kontribusi supervisi kepala sekolah, motivasi berprestasi dan komitmen kerja terhadap kinerja guru SD di Gugus IX Kecamatan Buleleng. Penelitian ini adalah penelitian “*ex-post facto*” dengan besar sampel 66 orang. Data dikumpulkan dengan kuesioner dan dokumen. Analisis data dilakukan dengan teknik regresi sederhana, regresi ganda, dan korelasi parsial. Hasil penelitian menunjukkan bahwa: 1) ada kontribusi yang signifikan antara supervisi kepala sekolah terhadap kinerja guru SD di Gugus IX Kecamatan Buleleng, dengan koefisien korelasi sebesar 0,511 dan sumbangan efektifnya sebesar 11,18%. 2) ada kontribusi yang signifikan antara motivasi berprestasi terhadap kinerja guru SD di Gugus IX Kecamatan Buleleng, dengan koefisien korelasi sebesar 0,633 dan sumbangan efektifnya sebesar 25,58%. 3) ada kontribusi yang signifikan antara komitmen kerja terhadap kinerja guru SD di Gugus IX Kecamatan Buleleng, dengan koefisien korelasi sebesar 0,547 dan sumbangan efektifnya sebesar 14,26%. 4) secara bersama-sama, ada kontribusi yang signifikan antara supervisi kepala sekolah, motivasi berprestasi, dan komitmen kerja terhadap kinerja guru SD di Gugus IX Kecamatan Buleleng, dengan koefisien korelasi ganda sebesar 0,714 dan kontribusinya sebesar 51% terhadap kinerja guru SD di Gugus IX Kecamatan Buleleng. Dapat disimpulkan terdapat kontribusi yang signifikan supervisi kepala sekolah, motivasi berprestasi dan komitmen kerja terhadap kinerja guru SD di Gugus IX Kecamatan Buleleng.

Kata kunci: kinerja guru; komitmen kerja; motivasi berprestasi; supervisi.

Abstract

The problem in this study is whether there is a contribution of the principal's supervision, achievement motivation and work commitment to the performance of elementary school teachers in Cluster IX Buleleng District. The purpose of this study was to determine the magnitude of the contribution of the principal's supervision, achievement motivation and work commitment to the performance of elementary school teachers in Cluster IX Buleleng District. This research is an "ex-post facto" study with a large sample of 66 people. Data collected by questionnaire and document. Data analysis was performed using simple regression techniques, multiple regression, and partial correlation. The results showed that: 1) there was a significant contribution between the supervision of school principals on the performance of elementary school teachers in Cluster IX Buleleng District, with a correlation coefficient of 0.511 and an effective contribution of 11.18%. 2) there is a significant contribution between achievement motivation on the performance of elementary school teachers in Cluster IX Buleleng District, with a correlation coefficient of 0.633 and an effective contribution of 25.58%. 3) there is a significant contribution between work commitment to the performance of elementary school teachers in Cluster IX Buleleng District, with a correlation coefficient of 0.547 and an effective contribution of 14.26%. 4) together, there is a significant contribution between the supervision of school principals, achievement motivation, and work commitment to the performance of elementary school teachers in Cluster IX Buleleng District, with a double correlation coefficient of 0.714 and its contribution of 51% to the performance of elementary school teachers in Cluster IX Buleleng District. It can be concluded that there is a significant contribution of supervision by school principals, achievement motivation and work commitment to the performance of elementary school teachers in Cluster IX Buleleng District.

Keywords: *teacher performance; work commitment; achievement motivation; supervision*