

**KONTRIBUSI KOMPETENSI PROFESIONAL DAN
MOTIVASI KERJA GURU TERHADAP KINERJA
GURU DI SD GUGUS IV TEMBUKU
TAHUN AJARAN 2020/2021**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui: (1) kontribusi antara kompetensi profesional dan kinerja guru, (2) kontribusi antara motivasi kerja guru dan kinerja guru, (3) kontribusi antara kompetensi profesional dan motivasi kerja guru terhadap kinerja guru di SD Gugus IV Tembuku Tahun Ajaran 2020/2021. Jenis penelitian ini adalah penelitian *ex post facto*. Populasi pada penelitian ini adalah seluruh guru di SD Gugus IV Tembuku. Sampel penelitian ini sebanyak 30 orang guru di SD Gugus IV Tembuku. Teknik pengumpulan data yang digunakan adalah kuesioner untuk mengukur kompetensi profesional dan motivasi kerja guru, dan dokumentasi untuk mencatat kinerja guru. Teknik yang digunakan menganalisis dalam penelitian ini adalah teknik analisis korelasional. Hasil penelitian menunjukkan bahwa: (1) terdapat kontribusi yang signifikan antara kompetensi profesional terhadap kinerja guru dengan $F_{hitung} = 6,73 > F_{tabel} = 4,20$ dengan kontribusi sebesar 19,4%, (2) terdapat kontribusi yang signifikan antara motivasi kerja guru terhadap kinerja guru dengan $F_{hitung} = 4,58 > F_{tabel} = 4,20$ dengan kontribusi sebesar 14,1%, (3) terdapat kontribusi bersama yang signifikan antara kompetensi profesional dan motivasi kerja guru terhadap kinerja guru dengan $F_{hitung} = 3,67 > F_{tabel} = 3,35$ dengan kontribusi 21,4%. Berdasarkan hasil penelitian, disimpulkan bahwa kompetensi profesional dan motivasi kerja guru memiliki kontribusi pada kinerja guru di SD Gugus IV Tembuku Tahun Ajaran 2020/2021.

Kata kunci: Kompetensi profesional , motivasi kerja guru, kinerja guru

UNDIKSHA

**THE CONTRIBUTION PROFESSIONAL COMPTENCE
AND TEACHER MOTIVATION WORK TO TEACHER
PERFORMANCE AT SD CLUSTER IV TEMBUKU
IN ACADEMIC YEAR 2020/2021**

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ABSTRAC

The teacher professional competence and work motivation is not optimal of the impact to teacher performance. The teacher professional competence and work motivation is factor that influences. The teacher professional competence is teacher ability to master's material. Motivation is teacher push on duty. This research aims to know: (1) the contribution between the teacher professional competence and teacher performance, (2) the contribution between the work motivation and teacher performance, (3) the contribution between the teacher professional competence and work motivation to the teacher performance at SD Cluster IV Tembuku in academic year 2020/2021. This research is ex post facto research. This research population is all teacher in SD Cluster IV Tembuku. This research sample as much 30 teacher at SD Cluster IV Tembuku. The data collection in this research is use questionnaire for measure teacher professional competence and work motivation and documentation for take record teacher performance. The technique used analysis the research data is correlational analysis technique. The result showed that: (1) there is a significant contribution between the teacher professional competence to teacher performance with $F_{reg} = 6,73 > F_{tabe} = 4,20$ with contribution 19,4%, (2) there is a significant contribution between the work motivation to teacher performance with $F_{reg} = 4,58 > F_{tabe} = 4,20$ with contribution 14,1%, (3) there is a significant contribution between the teacher professional competence and work motivation to the teacher performance with $F_{reg} = 3,67 > F_{tabe} = 3,35$ with contribution 21,4%.. Based on the findings, it was concluded that the teacher profesional competence and work motivation has contribution to the teacher performance at SD Cluster IV Tembuku in academic year 2020/2021.

Keywords: teacher professional competence; work motivation; teacher performance