PENGARUH KOMPETENSI KEPRIBADIAN DAN MOTIVASI MENGAJAR TERHADAP KINERJA GURU PAUD KECAMATAN BLAHBATUH

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ABSTRAK

Penelitian ini bertujuan untuk (1) mengetahui pengaruh yang signifikan kompetensi kepribadian terhadap kinerja guru PAUD, (2) mengetahui pengaruh yang signifikan motivasi mengajar terhadap kinerja guru PAUD, mengetahui pengaruh yang signifikan kompetensi kepribadian dan motivasi mengajar terhadap kinerja guru PAUD. Penelitian ini menggunakan jenis penelitian *ex-post facto* dengan populasi 103 orang guru, dan jumlah sampel 82 orang guru. Metode pengumpulan data menggunakan instrumen kuesioner kompetensi kepribadian, motivasi mengajar, dan kinerja guru. Data penelitian ini dianalisis menggunakan analisis inferensial dengan teknik analisis regresi linier sederhana dan analisis regresi linier berganda. Hasil penelitian menunjukan bahwa: (1) terdapat pengaruh yang signifikan antara kompetensi kepribadian terhadap kinerja guru $t_{hitung} = 12{,}519 > t_{tabel} = 1{,}96$, (2) terdapat pengaruh yang signifikan antara motivasi mengajar terhadap kinerja guru $t_{hitung} = 3{,}164 > t_{tabel} = 1{,}96$, (3) terdapat pengaruh yang signifikan antara kompetensi kepribadian dan motivasi mengajar terhadap kinerja guru $F_{hitung} = 30{,}620 > F_{tabel} = 3{,}17$. Dengan demikian dapat disimpulkan bahwa terdapat pengaruh yang signifikan kompetensi kepribadian dan motivasi mengajar terhadap kinerja guru PAUD Kecamatan Blahbatuh.

Kata Kunci: kompetensi kepribadian, motivasi mengajar, kinerja guru

ABSTRACT

This study aims to (1) determine the significant effect of personality competence on PAUD teacher performance, (2) determine the significant influence of teaching motivation on PAUD teacher performance, determine the significant influence of personality competence and teaching motivation on PAUD teacher performance. This study uses an ex-post facto research type with a population of 103 teachers, and a total sample of 82 teachers. The data collection method used a personality competency questionnaire, teaching motivation, and teacher performance. The data of this study were analyzed using inferential analysis with simple linear regression analysis techniques and multiple linear regression analysis. The results showed that: (1) there was a significant influence between personality competence on teacher performance $t_{count} = 12.519 > t_{table} = 1.96$, (2) there was a significant influence between teaching motivation on teacher performance $t_{count} = 3.164 > t_{table} = 1.96$, (3) there is a significant effect between personality competence and teaching motivation on teacher performance $F_{count} = 30,620 > F_{table} = 3,17$. Thus, it can be concluded that there is a significant influence of personality competence and teaching motivation on the performance of PAUD teachers in Blahbatuh District.

Keywords: personality competence, teaching motivation, teacher performance