

*The Influence of Competence And Teacher Motivation On
Teacher Teaching Performance in SMP Negeri 17 Tasikmalaya*

By :GilangTriyana

ABSTRAK

Sumber daya manusia merupakan salah satu sumber daya yang sangat penting dalam suatu organisasi dan instansi pada semua sektor, karena pentingnya maka peran dan fungsinya tidak bisa digantikan oleh sumber daya lainnya. Kinerja mengajar guru sangat penting agar guru dapat belajar dengan semangat untuk melaksanakan tugas-tugasnya sehingga dapat menghasilkan nilai baik untuk sekolah. Berdasarkan pengamatan penulis, guru di SMP Negeri 17 Tasikmalaya mengeluhkan bahwa kompetensi yang mereka miliki dan motivasi yang mereka terima kurang diperhatikan oleh kepala sekolah.

Tujuan penelitian ini adalah untuk (1) mengetahui, mendeskripsikan dan menganalisis pengaruh kompetensi terhadap motivasi guru di SMP Negeri 17 Tasikmalaya. (2) mengetahui, mendeskripsikan dan menganalisis pengaruh motivasi guru terhadap kinerja mengajar guru di SMP Negeri 17 Tasikmalaya. (3) mengetahui, mendeskripsikan dan menganalisis tingkat kinerja mengajar guru di SMP Negeri 17 Tasikmalaya. (4) mengetahui, mendeskripsikan dan menganalisis pengaruh kompetensi dan motivasi guru terhadap kinerja mengajar guru di SMP Negeri 17 Tasikmalaya.

Metode yang digunakan dalam penelitian ini adalah metode deskriptif – verifikatif. Data yang digunakan adalah data primer dan data sekunder yang dikumpulkan melalui observasi, kuesioner dan kepustakaan. Sampel yang diambil sebanyak 39 responden. Pengambilan sampel dalam penelitian ini menggunakan sampling acak. Pengukuran data dilakukan dengan penyebaran kuesioner dengan menggunakan skala likert 5 poin. Teknik analisis yang digunakan adalah regresi linear berganda, korelasi, determinasi, uji t dan uji F.

Berdasarkan hasil analisis koefisien korelasi menunjukkan hasil 0,845 yang berarti hubungan antara kompetensi dan motivasi guru terhadap kinerja mengajar guru memiliki hubungan yang kuat. Koefisien determinasi yang diperoleh dalam penelitian ini adalah sebesar 71,4%, artinya pengaruh kompetensi dan motivasi guru terhadap kinerja mengajar guru, sedangkan sisanya dipengaruhi oleh faktor-faktor yang lainnya yang tidak diteliti dalam penelitian ini. Uji hipotesis parsial menggunakan uji-t, menunjukkan bahwa kompetensi dan motivasi guru berpengaruh terhadap kinerja mengajar guru dengan nilai 2,866 (X1), 4,487 (X2) $t_{hitung} > 2.028 t_{tabel}$. Sedangkan secara simultan yang dilakukan dengan uji-F didapat bahwa nilai F_{hitung} sebesar 44,841 yang lebih besar dari F_{tabel} untuk $\alpha = 5\%$ yaitu 3,25. Hal ini berarti secara simultan kompetensi dan motivasi guru berpengaruh signifikan terhadap kinerja mengajar guru.

Kata Kunci: Kompetensi, Motivasi Guru, Kinerja Mengajar Guru

*The Influence of Competence And Teacher Motivation On
Teacher Teaching Performance in SMP Negeri 17 Tasikmalaya*

By :GilangTriyana

ABSTRACT

Human resources are one of the most important resources in an organization and agency in all sectors, because of their importance their roles and functions cannot be replaced by other resources. Teacher teaching performance is very important so that teachers can learn with enthusiasm to carry out their duties so that they can produce good grades for school. Based on the observations of the authors, teachers at SMP Negeri 17 Tasikmalaya complained that the competencies they possessed and the motivation they received were not considered by the school principal.

The purpose of this study was to (1) find out, describe and analyze the influence of competencies on teacher motivation in Tasikmalaya 17 Public Middle School. (2) knowing, describing and analyzing the influence of teacher motivation on teacher teaching performance in Tasikmalaya 17 Public Middle School. (3) knowing, describing and analyzing teacher teaching performance levels in Tasikmalaya 17 Public Middle School. (4) knowing, describing and analyzing the influence of competencies and motivation of teachers on teacher teaching performance in Tasikmalaya 17 Public Middle School.

The method used in this research is descriptive method - verification. The data used are primary data and secondary data collected through observation, questionnaires and literature. Samples taken were 39 respondents. Sampling in this study used random sampling. Data measurement is done by distributing questionnaires using a 5-point Likert scale. The analysis technique used is multiple linear regression, correlation, determination, t test and test F.

Based on the results of correlation coefficient analysis shows the results of 0.845 which means that the relationship between competency and teacher motivation towards teacher teaching performance has a strong relationship. Determination coefficients obtained in this study were 71.4%, meaning that the influence of competence and motivation of teachers on teacher teaching performance, while the remainder was influenced by other factors not examined in this study. The partial hypothesis test using the t-test shows that teacher competence and motivation influence teacher teaching performance with a value of 2.866 (X1), 4.487 (X2) thitung > 2.028 ttable. While simultaneously carried out with the F-test it was found that the value of Fcount was 44.841 which was greater than Ftable for $\alpha = 5\%$, which was 3.25. This means that teacher competency and motivation simultaneously have a significant effect on teacher teaching performance.

Keywords: *Competence, Teacher Motivation, Teacher Teaching Performance*

*The Influence of Competence And Teacher Motivation On
Teacher Teaching Performance in SMP Negeri 17 Tasikmalaya*

By :GilangTriyana