

ABSTRAK

Hermin Yola Luntungan (2024). “Pengaruh Kompetensi Manajerial Kepala Sekolah dan Motivasi Kerja Terhadap Kinerja Guru di Kecamatan Ibu Selatan Kabupaten Halmahera Barat”. Pembimbing I: Dr. Drs. Said Hasan M.Pd. Pembimbing II: Johan Fahri, S.E., MPM., Ph.D

Penelitian ini berkaitan dengan Kinerja Guru SD di Kecamatan Ibu Selatan Kabupaten Halmahera Barat. Masalah utama keterampilan manajerial kepala sekolah antara lain dalam perencanaan, pengelolaan, pengorganisasian, pelaksanaan, dan pengawasan yang kurang optimal. Demikian pula, motivasi kerja guru sebagian belum mampu meningkatkan perilaku bekerja guru. Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kompetensi manajerial kepala sekolah terhadap kinerja guru SD, pengaruh motivasi kerja guru terhadap kinerja guru SD dan pengaruh secara simultan kompetensi manajerial kepala sekolah guru dan motivasi kerja guru terhadap kinerja guru SD di Kecamatan Ibu Selatan.

Populasi sampel sebanyak 62 orang guru. Uji instrumen yang digunakan adalah uji validitas dan reliabilitas. Uji asumsi klasik menggunakan uji normalitas, uji linearitas, uji multikolinearitas, dan uji homogenitas. Analisis data menggunakan uji regresi linier sederhana, uji regresi linier berganda, uji F (ANOVA) dan uji t. Berdasarkan hasil penelitian dapat disimpulkan bahwa Kompetensi manajerial kepala sekolah berpengaruh terhadap kinerja guru Sekolah Dasar di kecamatan Ibu Selatan Kabupaten Halmahera Barat, dengan kategori korelasinya sedang ($R = 0.478$), dan koefisien determinasi 23.7%, Motivasi kerja berpengaruh terhadap kinerja guru Sekolah Dasar di kecamatan Ibu Selatan Kabupaten Halmahera Barat, dengan kategori korelasi kuat ($R=0.784$), dan nilai koefisien determinasi 61.4% dan secara simultan Kompetensi manajerial kepala sekolah dan motivasi kerja berpengaruh terhadap kinerja guru sekolah dasar di kecamatan Ibu Selatan Kabupaten Halmahera Barat, dengan kategori korelasi sangat kuat ($R=0.806$), dan koefisien determinasi 64.9%.

Kata Kunci: *Kompetensi Manajerial Kepala Sekolah, Motivasi Kerja dan Kinerja Guru*

ABSTRACT

Hermin Yola Luntung (2024). "The Influence of School Principal Managerial Competence and Work Motivation on Teacher Performance in South Ibu District, West Halmahera Regency". Supervisor I: Dr. Drs. Said Hasan M.Pd. Supervisor II: Johan Fahri, S.E., MPM., Ph.D.

This research examines the performance of elementary school teachers in Ibu Selatan District, West Halmahera Regency. The main issues identified with school principals' managerial skills include suboptimal planning, management, organization, implementation, and supervision. Additionally, some teachers' work motivation has not effectively improved their work behavior. This study aims to analyze the influence of principals' managerial competence on elementary school teacher performance, the influence of teacher work motivation on elementary school teacher performance, and the combined influence of principals' managerial competence and teacher work motivation on elementary school teacher performance in Ibu Selatan District.

The sample population consists of 62 teachers. The instrument tests used are the validity and reliability tests. The classical assumption tests include the normality test, linearity test, multicollinearity test, and homogeneity test. Data analysis utilized simple linear regression, multiple linear regression, F test (ANOVA), and t test. The research results indicate that the managerial competence of school principals has a moderate influence on the performance of elementary school teachers in Ibu Selatan District, West Halmahera Regency, with a correlation coefficient (R) of 0.478 and a determination coefficient of 23.7%. Teacher work motivation has a strong influence on their performance, with a correlation coefficient (R) of 0.784 and a determination coefficient of 61.4%. Combined, principals' managerial competence and teacher work motivation have a very strong influence on teacher performance, with a correlation coefficient (R) of 0.806 and a determination coefficient of 64.9%.

Keywords: Principal Managerial Competence, Work Motivation and Teacher Performance

