

ABSTRAK

Nurhana Marjo, 2024: Peran Kompetensi Professional Dan Lingkungan Kerja Terhadap Kinerja Guru Dengan Komitmen Organisasional Serta Dampaknya Terhadap Kinerja Guru (Pendekatan Model Analisis Jalur). (Studi Pada Sma Dan Smk Di Kecamatan Patani Utara). Pembimbing Utama: Marwan, Pembimbing Pendamping: Ruslan A Kamis.

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh kompetensi profesional terhadap kinerja guru, pengaruh lingkungan kerja terhadap kinerja guru, pengaruh kompetensi profesional terhadap komitmen organisasional pada kinerja guru, pengaruh lingkungan kerja terhadap komitmen organisasional pada kinerja guru, pengaruh kompetensi profesional terhadap kinerja guru melalui komitmen organisasional, dan pengaruh lingkungan kerja terhadap kinerja guru melalui komitmen organisasional. Populasi dalam penelitian ini adalah seluruh guru yang bekerja di SMA dan SMK yang berjumlah 63 orang. Penentuan sampel menggunakan teknik *sampling* jenuh/sensus (*nonrandom sampling*), data dikumpulkan menggunakan kuesioner dengan menggunakan pendekatan kuantitatif. Metode analisis untuk menguji hipotesis dalam penelitian ini adalah (*path analysis*) dengan menggunakan *statistical package for social scientists* (SPSS) versi 25 sebagai alat uji statistik pada tujuh hipotesis yang diajukan dalam penelitian ini. Hasil penelitian ini menunjukkan kompetensi profesional memiliki pengaruh positif dan signifikan terhadap kinerja guru, lingkungan kerja memiliki pengaruh positif dan signifikan terhadap kinerja guru, secara bersamaan kompetensi profesional memiliki pengaruh positif dan signifikan terhadap komitmen organisasional pada kinerja guru, secara bersamaan lingkungan kerja memiliki pengaruh positif dan signifikan terhadap komitmen organisasional pada kinerja guru, komitmen organisasional memiliki pengaruh positif dan signifikan terhadap kinerja guru, kompetensi profesional memiliki pengaruh positif dan signifikan terhadap kinerja guru melalui komitmen organisasional, dan lingkungan kerja memiliki pengaruh positif dan signifikan terhadap kinerja guru melalui komitmen organisasional di SMA dan SMK di Kecamatan Patani Utara.

Kata Kunci : Kompetensi Profesional, Lingkungan Kerja, Kinerja Guru, Komitmen Organisasional

ABSTRACT

Nurhana marjo 2024: *The Role Of Professional Competence And The Work Environment On Teacher Performance With Organizational Commitment And Its Impact On Teacher Performance (Path Analysis Model Approach). (Study At High School And Vocational School In North Patani District)).*
Lead Advisor: Marwan, Co-Supervisor: Ruslan A Kamis.

The purpose of this study is to determine and analyze the influence of professional competence on teacher performance, the influence of the work environment on teacher performance, the influence of professional competence on organizational commitment on teacher performance, the influence of the work environment on organizational commitment on teacher performance, the influence of professional competence on teacher performance through organizational commitment, and the influence of the work environment on teacher performance through commitment Organizational. The population in this study was all teachers working in high schools and vocational schools totaling 63 people. Sampling using saturated sampling / census (nonrandom sampling) technique, data was collected using questionnaires using a quantitative approach. The analytical method to test the hypothesis in this study is (path analysis) using statistical package for social scientists (SPSS) version 25 as a statistical test tool on seven hypotheses proposed in the study. The results of this study show that professional competence has a positive and significant influence on teacher performance, the work environment has a positive and significant influence on teacher performance, simultaneously professional competence has a positive and significant influence on organizational commitment on teacher performance, simultaneously the work environment has a positive and significant influence on organizational commitment on teacher performance, organizational commitment has Positive and significant influence on teacher performance, professional competence has a positive and significant influence on teacher performance through organizational commitment, and the work environment has a positive and significant influence on teacher performance through organizational commitment in high schools and vocational schools in North Patani District.

Keywords: *Professional Competence, Work Environment, Teacher Performance, Organizational Commitment*