

## ABSTRAK

### **Pengaruh Kepemimpinan Instruksional Kepala Sekolah dan Motivasi Berprestasi Guru terhadap Kinerja Mengajar Guru Sekolah Dasar Negeri Kota Sukabumi (Yayan Sumaryana, 1204799)**

Peningkatan kinerja mengajar guru merupakan unsur terpenting dalam pelaksanaan tugas guru, sehingga upaya penyempurnaan kinerja mengajar merupakan hal yang diperlukan. Kepemimpinan instruksional kepala sekolah dan motivasi berprestasi guru merupakan variabel yang mempengaruhi kinerja mengajar guru. Permasalahan dalam penelitian ini adalah bagaimana gambaran dan seberapa besar pengaruh kepemimpinan instruksional kepala sekolah dan motivasi berprestasi guru terhadap kinerja mengajar guru.

Tujuan penelitian ini adalah untuk mengetahui gambaran pengaruh kepemimpinan instruksional kepala sekolah dan motivasi berprestasi guru terhadap kinerja mengajar guru. Hipotesis yang diajukan adalah terdapat pengaruh yang signifikan antara; (1) kepemimpinan instruksional kepala sekolah terhadap kinerja mengajar guru, (2) motivasi berprestasi guru terhadap kinerja mengajar guru, (3) kepemimpinan instruksional kepala sekolah dan motivasi berprestasi guru terhadap kinerja mengajar guru.

Penelitian ini menggunakan pendekatan kuantitatif dengan metode survey dan deskriptif analitik. Populasi terdiri dari 112 kepala sekolah dan 1513 orang guru. Sampel diambil melalui random sampling area sebanyak 35 orang kepala sekolah dan 94 orang guru sekolah dasar di Kota Sukabumi. Teknik pengumpulan data melalui angket skala lima kategori Likert. Teknik analisis data yang digunakan adalah *korelasi pearson product moment*, *determinasi*, dan *regresi* (sederhana dan ganda). Selanjutnya data yang telah terkumpul diolah kemudian ditafsirkan, dianalisis dan dideskripsikan sesuai dengan masalah dan tujuan penelitian.

Hasil penelitian diperoleh gambaran aktual: (1) Kepemimpinan instruksional kepala sekolah berpengaruh kuat dan signifikan terhadap kinerja mengajar guru SD Negeri Kota Sukabumi, (2) motivasi berprestasi guru berpengaruh sangat kuat dan signifikan terhadap kinerja mengajar guru SD Negeri Kota Sukabumi, (3) kepemimpinan instruksional kepala sekolah dan motivasi berprestasi guru berpengaruh sangat kuat dan signifikan terhadap kinerja mengajar guru SD Negeri Kota Sukabumi.

Dalam upaya meningkatkan kinerja mengajar guru, kepala sekolah harus lebih mengapresiasi gagasan/pendapat yang diberikan guru dengan cara melakukan pertemuan secara berkala dan terprogram untuk dapat menerima masukan dari guru dan staf sekolah, mengirimkan guru dalam pelatihan-pelatihan peningkatan profesionalisme guru. Kepada pihak-pihak yang terkait langsung dengan penyelenggaraan pendidikan hendaknya memberikan dukungan

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## ABSTRACT

### **The Influence of Principal Instructional Leadership and Teacher Achievement Motivation to the Teaching Performance of Public Elementary School Teacher at Sukabumi Municipality (Yayan Sumaryana, 1204799)**

The improvement of teaching performance of teacher is the most important thing in teacher job execution, therefore the effort to achieve the performance is definitely needed. The principal instructional leadership and teacher achievement motivation are variable to influence the teacher performance. The problem in this research is now to figure out and how it influence the principal instructional leadership and teacher achievement motivation to the teaching performance of teacher.

The purpose of the research is to figure out the influence of principal instructional leadership and teacher achievement motivation to the teaching performance of teacher. The hypothesis proposed is that there are significant influence between; (1) the principal instructional leadership to the teaching performance of teacher, (2) teacher achievement motivation to the teaching performance of teacher, (3) the principal instructional leadership and teacher achievement motivation to the teaching performance of teacher.

The research uses qualitative approach with survey method and analytical descriptive. The populations are 112 principal and 1513 teacher. The sample are taken by area random sampling of 35 principals and 94 teachers of elementary school at SukabumiMunicipality. The research also uses five scalaquisitionairedata collecting technique Likert category. The data analyzing technique used is pearson product momentcorelation, determination, and regresoni (simple and double). The data then is interpreted, analyzed and described in accordance with the problem and the purpose of the research.

The research reveals actual description; (1) The principal instructional leadership has significant and strong influence to the teaching performance of public elementary teacher at Sukabumi Municipality, (2)The teacher achievement motivation has very significant and strong influence to the teaching performance of public elementary teacher at SukabumiMunicipality, (3)The principal instructional leadership and teacher achievement motivation have very significant and strong influence to the teaching performance of public elementary School teacher at Sukabumi Municipality.

In order to improve the teaching performance of teacher, the principal should appreciate more to the ideas/inputs from teacher by having organized and regular meeting with teacher and staff, sending the teacher to a sort of teacher training to improve the teacher professionalism the school also should get more

real support from community and other related sectors for what the school has done in order to improve the quality of education.