

ABSTRAK

Penelitian ini berjudul “Pengaruh Kecerdasan Emosional Terhadap Kinerja Guru di SMA Laboratorium Percontohan UPI Bandung”. Permasalahan yang dibahas dalam penelitian ini adalah mengenai pentingnya kecerdasan emosional untuk memperoleh kinerja yang optimal. Penelitian ini dilakukan di SMA Laboratorium Percontohan UPI Bandung dengan objek penelitian seluruh guru mata pelajaran yang memiliki pengalaman mengajar minimal satu tahun. Adapun permasalahan yang ingin diselesaikan dalam penelitian ini adalah mengenai : (a) gambaran kecerdasan emosional guru di SMA Laboratorium Percontohan UPI Bandung; (b) gambaran kinerja para guru di SMA Laboratorium Percontohan UPI Bandung; dan (c) seberapa besar pengaruh kecerdasan emosional terhadap kinerja guru di SMA Laboratorium Percontohan UPI Bandung. Dengan tujuan yang ingin dicapai yaitu : (a) dapat diketahuinya gambaran mengenai kecerdasan emosional guru di SMA Laboratorium Percontohan UPI Bandung; (b) dapat diketahuinya mengenai gambaran kinerja guru di SMA Laboratorium Percontohan UPI Bandung; dan (c) dapat diketahuinya besaran dari pengaruh kecerdasan emosional terhadap kinerja guru di SMA Laboratorium Percontohan UPI Bandung. Penelitian ini menggunakan metode deskriptif dengan melalui pendekatan kuantitatif. Dalam teknik pengumpulan data dilakukan dengan menggunakan metode angket tertutup yang didukung dengan metode dokumentasi. Adapun pemilihan populasi serta sampel atas dasar asumsi empiris dan teoritis. Pengambilan sampel dilakukan dengan teknik *non probability sampling – sampling jenuh* yang artinya menjadikan seluruh anggota populasi yang relatif kecil menjadi sampel penelitian. Berdasarkan hasil perhitungan dengan menggunakan rumus WMS (*Weight Means Score*), diketahui gambaran umum variabel X (Kecerdasan Emosional) berada pada kategori sangat baik dengan skor rata-rata sebesar 4,01. Begitu pula pada gambaran umum variabel Y (Kinerja Guru) berada pada kategori sangat baik dengan skor rata-rata sebesar 4,11. Hasil analisis dari koefisien korelasi (r_{xy}) dengan menggunakan rumus *spearman-rank* diperoleh nilai sebesar **0,723**, yang termasuk kategori memiliki derajat korelasi yang **kuat**. Korelasi variabel X dan Y memiliki hubungan yang signifikan. Hal ini dapat dilihat dari hasil perhitungan uji signifikan dengan perolehan $T_{hitung} > T_{tabel}$ (**6,212 > 2,030**), dengan koefisien determinasi sebesar **52,3 %**. Dengan berdasarkan hasil temuan penelitian maka dapat disimpulkan bahwa gambaran dari kecerdasan emosional guru di SMA Laboratorium Percontohan UPI Bandung tergolong sangat baik, begitu juga dengan gambaran kinerja guru di SMA Laboratorium Percontohan UPI Bandung tergolong sangat baik, serta pengaruh dari kecerdasan emosional terhadap kinerja guru di SMA Laboratorium Percontohan UPI Bandung tergolong kuat dan signifikan. Adapun saran dari penelitian ini yaitu bagi para guru diharapkan dapat selalu meningkatkan kualitas kinerjanya dalam menjalankan tugas, pokok dan fungsinya yang telah diberikan oleh lembaga pendidikan.

ABSTRACT

This research entitled “The Effect of Emotional Intelligence towards Teachers’ Capability in SMA Laboratorium Percontohan UPI Bandung”. Problem discussed in this research was centered to the importance of emotional intelligence to attain maximum capability. The research was conducted in SMA Laboratorium Percontohan UPI Bandung by having all teachers in all subjects with teaching experience for at least a year as the subject. Problems intended to be solved by this research were: (a) The picture of teachers’ emotional intelligences in SMA Laboratorium Percontohan UPI Bandung; (b) The picture of teachers’ capabilities in SMA Laboratorium Percontohan UPI Bandung; dan (c) The effects of teachers’ emotional intelligences towards teachers’ capability in SMA Laboratorium Percontohan UPI Bandung. The objectives of this research were: (a) To find out the picture of teachers’ emotional intelligences in SMA Laboratorium Percontohan UPI Bandung; (b) To figure out the picture of teachers’ capabilities in SMA Laboratorium Percontohan UPI Bandung; dan (c) To discover the effect of teachers’ emotional intelligences towards teachers’ capability in SMA Laboratorium Percontohan UPI Bandung. The research used qualitative approach by having descriptive as its method. Data collection was conducted by closed-questionnaire and documentation method. The population and sample were selected by considering empirical and theoretical evidence. Sample was taken by using non probability sampling – sampling jenuh technique where all members of population which were relatively small become the sample. According to the calculation using WMS (Weight Means Score) formula, it could be seen that the general picture of X variable (Emotional Intelligence) was in excellent category in which the average score was 4,01. It went hand in hand with the general picture of Y variable (Teacher’s Capability) which was in excellent category with 4,11 as the average score. The correlation coefficient (r_{xy}) analysis by using spearman-rank formula resulted in 0,723 as its value which was categorized as strong correlation. The correlation between X variable and Y variable was significantly related. It was proven by the calculation of significance test which resulted in $T_{hitung} > T_{tabel}$ (6,212 > 2,030), with 52,3 % of determination coefficient. Based on the result of this research, it could be said that the picture of teachers’ emotional intelligences and teachers’ capabilities in SMA Laboratorium Percontohan UPI Bandung were very good. So, the effect of teachers’ emotional intelligences towards teachers’ capabilities in SMA Laboratorium Percontohan UPI was categorized as strong and significant. The suggestion from this study is the teachers’ are expected to always improve the quality of performance in carrying out their roles, responsibilities and functions from the educational institutions.