

ABSTRAK

Penelitian ini berjudul "Studi Komparasi Kinerja Kepala Sekolah dalam Meningkatkan Kinerja Guru SMA Negeri dan Swasta di Kota Kupang". Masalah yang penulis kemukakan dalam penelitian ini adalah mengenai perbandingan kinerja kepala sekolah SMA Negeri dan Swasta di Kota Kupang dalam meningkatkan kinerja guru. Penelitian ini dilakukan di 10 SMA Negeri dan 13 SMA Swasta di Kota Kupang dengan responden penelitian guru-guru SMA tersebut. Peneliti mendapatkan data terkait kinerja kepala sekolah yang menjelaskan bahwa beberapa kompetensi kepala sekolah dalam meningkatkan kinerja guru belum maksimal dilaksanakan. Oleh karena itu peneliti tertarik untuk meneliti lebih lanjut. Tujuan dari penelitian ini adalah mengetahui gambaran mengenai kinerja kepala sekolah dalam meningkatkan kinerja guru SMA Negeri di Kota Kupang. Mengetahui gambaran mengenai kinerja kepala sekolah dalam meningkatkan kinerja guru SMA Swasta di Kota Kupang. Memperoleh gambaran apakah ada perbandingan antara kinerja kepala sekolah SMA Negeri dan Swasta dalam meningkatkan kinerja guru di Kota Kupang. Penelitian ini dilakukan dengan menggunakan metode dekriptif dan pendekatan kuantitatif, serta didukung dengan studi kepustakaan. Teknik pengumpulan data dengan menggunakan angket, yang menjadi populasi adalah guru-guru SMA Negeri dan Swasta di Kota dengan sampel sebanyak 164 responden untuk SMA Negeri dan 92 responden untuk SMA Swasta. Analisis perhitungan dalam penelitian ini menggunakan bantuan program *Microsoft Excel 2007* dan *SPSS versi 22.0 for Windows*. Berdasarkan hasil perhitungan dengan menggunakan rumus *Weight Means Score* (WMS), gambaran umum variabel X_1 (kinerja kepala sekolah dalam meningkatkan kinerja guru SMA Negeri di Kota Kupang) berada pada kategori sangat baik dengan total rata-rata 3,36 sedangkan gambaran umum variabel X_2 (kinerja kepala sekolah dalam meningkatkan kinerja guru SMA Swasta di Kota Kupang) berada pada kategori sangat baik dengan skor 3,62. Hal ini menunjukkan bahwa kinerja kepala sekolah SMA Swasta dalam meningkatkan kinerja guru lebih tinggi dibandingkan dengan kinerja kepala sekolah SMA Negeri dalam meningkatkan kinerja guru. Tetapi perbandingan kedua variabel itu tidak signifikan karena hanya memiliki selisih 0,26. Dapat disimpulkan tidak terdapat perbedaan yang signifikan antara kinerja kepala sekolah SMA Negeri dan Swasta dalam meningkatkan kinerja guru di Kota Kupang. Peneliti memberikan rekomendasi agar kepala sekolah SMA di Kota Kupang lebih meningkatkan kompetensi-kompetensinya agar kinerja yang dihasilkan lebih baik. Dan agar kepala sekolah SMA Negeri dan Swasta di Kota Kupang dapat bersaing secara sehat dalam menarik minat calon peserta didik, caranya dengan mengadakan inovasi-inovasi baru demi meningkatkan mutu sekolah.

COMPARATIVE STUDY OF SCHOOL PRINCIPALS' PERFORMANCE ON IMPROVING TEACHERS' PERFORMANCE IN PUBLIC SENIOR HIGH SCHOOLS AND PRIVATE HIGH SCHOOLS IN KUPANG

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Abstract

This research entitled "Comparative Study of School Principals' Performance on Improving Teachers' Performance in Public Senior High Schools and Private High Schools in Kupang". The problem that the researcher carried out in this study is the comparison of school principals' performance in public Senior High Schools and private Senior High Schools in Kupang on improving school teachers' performance. This research was conducted in 10 public High Schools and 13 private High Schools in Kupang and used the teachers of the schools as the respondents. The researcher obtained data of school principals' performance which illustrate that some competences of school principals to improve school teachers' performance has not fully implemented. Thus, the researcher was interested to further investigate the problems. The goals of this research are 1) to discover an overview of school principals' performance on improving teachers' performance in public Senior High Schools in Kupang; 2) to discover an overview of school principals' performance on improving teachers' performance in private Senior High Schools in Kupang; and 3) to obtain an overview whether or not there are differences on the performance of public Senior High School principals and private Senior High School principals. This research was done by using descriptive method with quantitative approach, and supported by literature study. Data collection technique used in this research was questionnaire and the populations of the research were school teachers at public and private Senior High Schools in Kupang with number sample of 164 respondents from public Senior High Schools and 92 respondents from private Senior High Schools. Calculation analysis of this research was done by using Microsoft Excel 2007 and SPSS V.22.0 for Windows. Based on the calculation using Weight Means Score (WMS) formula, the variable X1 overview (school principals' performance on improving teachers' performance in public Senior High Schools in Kupang) is on the good category with the average score of 3.36, meanwhile the variable X2 (school principals' performance on improving teachers' performance in private Senior High Schools in Kupang) is on the very good level with the averagescore of 3.62. The result shows that school principals' performance in private Senior High School is higher than the performance of school principals in public Senior High School. However, the comparison of both variables is not significant because the differences is only 0.26. It can be concluded that there is no significant differences between performance of high school principals at public Senior High Schools and private Senior High Schools in Kupang. The researcher recommends the Senior High School principals in Kupang to improve their competences so the output performance will be better, and also school principals in both public and private High Schools in Kupang

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STUDI KOMPARASI KINERJA KEPALA SEKOLAH DALAM MENINGKATKAN KINERJA GURU SMA NEGERI DAN SWASTA DI KOTA KUPANG

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can compete to gain interest from the prospective students by organizing innovations to improve school quality.