

**Pengaruh Motivasi Kerja dan Pelatihan  
Terhadap Kinerja Kepala Sekolah  
Di Sekolah Dasar Negeri Se-Kecamatan Cibatu  
Kabupaten Garut**

**Maya Desi Kusumah  
NIM. 1308053**

**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui bagaimana kinerja kepala sekolah, motivasi kerja dan pelatihan kepala sekolah serta pengaruh Motivasi Kerja dan Pelatihan terhadap kinerja kepala sekolah di Sekolah Dasar Negeri Se- Kecamatan Cibatu Kabupaten Garut. Hasil penelitian ini di harapkan memberikan kontribusi bagi kepentingan akademis dan untuk dijadikan informasi bagi pengelola pendidikan dalam upaya memperbaiki dan meningkatkan kinerja Kepala Sekolah. Penelitian ini menggunakan pendekatan kuantitatif dengan metode *survey*. Populasinya adalah seluruh kepala sekolah Sekolah Dasar Negeri se-Kecamatan Cibatu Kabupaten Garut yang ber jumlah 47 orang. sampel penelitian diambil berdasarkan *total sampling* dari seluruh Sekolah Dasar Negeri se-Kecamatan Cibatu Kabupaten Garut. Penjarangan data menggunakan kuesioner dan dianalisis melalui korelasi dan regresi. Hasil penelitian menunjukkan bahwa keberadaan motivasi kerja, pelatihan, dan kinerja kepala sekolah di Sekolah Dasar Negeri se-Kecamatan Cibatu Kabupaten Garut berada pada katagori cukup kuat. Motivasi kerja berpengaruh secara positif dan signifikan terhadap kinerja kepala sekolah. Pelatihan berpengaruh secara positif dan signifikan terhadap kinerja kepala sekolah, dan secara bersama-sama motivasi kerja dan pelatihan berpengaruh secara positif dan signifikan terhadap kinerja kepala sekolah. Untuk memperbaiki kinerja kepala sekolah perlu diperhatiannya dimensi supervisor yaitu dalam merencanakan program supervisi. Untuk memperbaiki motivasi kerja indikator paling rendah dan perlu mendapat perhatian serius adalah indikator menjalankan tugas dengan sungguh-sungguh. Untuk memperbaiki pelatihan indikator paling rendah dan perlu mendapat perhatian serius adalah indikator pelatihan tehnologi informasi dan komunikasi. Besarnya pengaruh Motivasi Kerja dan pelatihan terhadap kinerja kepala sekolah dapat di jadikan pertimbangan bagi sekolah dalam usaha meningkatkan kinerja kepala sekolah.

Kata Kunci: Motivasi kerja, Pelatihan, Kinerja Kepala Sekolah

**Effect Of Working Motivation And Training On The Principal's  
Performance In All Elementary School In Cibatu Sub Districts  
Garut Regency**

**Maya Desi Kusumah  
NIM. 1308053**

**ABSTRACT**

This study aims to know how the performance of the principal, the working motivation and the principal's training as well as the influence of Working Motivation and Training toward the principal's performance in all elementary school in Cibatu sub districts Garut regency. The result of this study is expected to give contribution for academic interest and become information for educational administrator in the effort to improve and increase the principal's performance. The approach used in this study is quantitative with survey method. The population is 47 principal of elementary school in Cibatu sub districts Garut regency. The sample was taken by *total sampling* from all elementary school in Cibatu sub districts Garut regency. The data was collected by questionnaire and analysed by correlation and regression. The result of the study shows that the presence of the working motivation, training, and the principal's performance is at strong enough category. Both the working motivation and the training positively and significantly influential toward the principal's performance, and collectively the working motivation and the training positively and significantly influential toward the principal's performance. To improve the principal's performance, the supervisor dimension need to be considered in planning the supervision program. To improve the working motivation, the lowest indicator that need to be seriously considered is the indicator of performing the job seriously. To improve the training, the lowest indicator that need to be seriously considered is the indicator of information technology and communication training. The great influence of working motivation and training toward the principal's performance may become consideration for school in the effort to improve the principal's performance.

Key Words: Working motivation, Training, The principal's performance