

ABSTRAK

MUTU KINERJA PENGAWAS SEKOLAH MENENGAH *Studi tentang Pengaruh rekrutmen, Kompetensi, Motivasi, dan Kepuasan kerja terhadap Kinerja Pengawas Sekolah Menengah di Priangan Timur*

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Pentingnya memahami tupoksi pengawas dalam rangka peningkatan kualitas pengelolaan pendidikan, menuju sekolah efektif, melalui peningkatan profesionalisme pendidik dan tenaga kependidikan yang merupakan tupoksi pengawas dalam upaya peningkatan mutu pendidikan. Karena itulah penting untuk melihat kinerja pengawas dengan sejumlah variabel-variabel determinan yang mempengaruhinya. Masalah pokok penelitian ini adalah *Seberapa besar Pengaruh rekrutmen, Kompetensi, Motivasi, dan Kepuasan kerja Pengawas terhadap Kinerja Pengawas Sekolah Menengah di Priangan Timur?*. Penelitian ini dibatasi dan hendak menjawab pokok masalah tentang pengaruh Rekrutmen, Kompetensi, Motivasi, dan Kepuasan Kerja Pengawas, terhadap Kinerja Pengawas Sekolah Menengah di Priangan Timur Propinsi Jawa Barat. Tujuan penelitian adalah untuk mendeskripsikan tentang Rekrutmen, Kompetensi, Motivasi, dan Kepuasan Kerja Pengawas serta pengaruhnya terhadap kinerja pegawai sekolah baik secara parsial maupun simultan. Menganalisis secara kritis temuan hasil penelitian serta merekomendasikan suatu model manajemen alternatif pengembangan kinerja pengawas. Penelitian ini menggunakan pendekatan kuantitatif, dengan metode survai. Pengumpulan data dilakukan dengan tes kompetensi, serta instrumen model inventori. Pengujian instrumen dilakukan dengan cara Uji Validitas dan Reliabilitas. Untuk uji prasyarat digunakan Uji Normalitas dan Uji Linieritas dan untuk pengolahan Data Regresi Korelasi digunakan Analisis Jalur. Hasil penelitian menunjukkan bahwa: (a).gambaran tentang Rekrutmen Pengawas sekolah tinggi; (b).Kompetensi pengawas sekolah pada kategori sedang; (c).Motivasi dipersepsikan tinggi, (d).dan kepuasan kerja pengawas sekolah menengah dipersepsikan tinggi. Sedangkan gambaran kinerja pengawas dipersepsikan tinggi. Secara parsial, proses rekrutmen pengawas memberikan pengaruh signifikan terhadap kinerja pengawas. demikian juga variable kompetensi, motivasi, dan kepuasan kerja memberikan pengaruh signifikan terhadap kinerja pengawas. Hasil penelitian menunjukkan pula bahwa secara simultan rekrutmen, kompetensi, motivasi, dan kepuasan kerja memberikan pengaruh signifikan terhadap kinerja pengawas. Berdasarkan hasil penelitian direkomendasikan agar keberadaan pengawas tidak hanya dijadikan sebagai pelengkap dalam sebuah sistem pengelolaan pendidikan bagi pemerintah daerah. Hasil kerja pengawas dalam bentuk rekomendasi, hendaknya dijadikan sebagai salah satu landasan pengelolaan lembaga dalam melakukan perbaikan atau peningkatan mutu pendidikan. Diperlukan kerja sama antara pengawas, kepala sekolah, dan guru dengan menempatkan posisi yang sejajar, tetapi tetap mengedepankan terwujudnya kinerja pengawas yang memberikan arti bagi pengelolaan sekolah. Bagi guru interaksi dan komunikasi dengan pengawas merupakan salah satu bagian dari proses refleksi kritis dalam upaya memperbaiki pendidikan.

Kata Kunci: Rekrutmen , Kompetensi, Motivasi, Kepuasan Kerja, dan Mutu Kinerja Pengawas Sekolah Menengah.

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Abstract

The Job Performance Quality of Senior High School Supervisor, (A case study of *the influence of recruitment, competency, motivation, and job satisfaction through the performance of senior high school supervisor in East Priangan*). By : Yohamir Syamsu, NIM : 0907803

It is important to understand the main duty of school supervisor in order to increase the quality of education management to become effective schools. In addition, effective school can be gained through increasing professionalism of teachers and education personnel. The main duty of school supervisor is to improve the quality of education. That's the reason why it is important to evaluate the school supervisor's performance and a number of determinant variables which influence the performance. The subject matter of this research is "*how much the influence of recruitment, competency, motivation and job satisfaction through the performance of senior high school supervisor in East Priangan*). This research is limited and subject to answer the main problem about the influence of recruitment, competence, motivation and job satisfaction through the performance of senior high school supervisor in East Priangan. The purpose of the study is to describe the recruitment, competency, motivation and job satisfaction of supervisor's work and its influence on the performance of supervisory school supervisor either partially or simultaneously. In addition, it is critically analyze the research findings and recommend a model or management or school supervisor performance development of alternative strategies. The result of the study shows that: (a). overview of the recruitment towards school supervisor is perceived high; (b). the competency of school supervisor are perceived average; (c). motivation is perceived high, (d). and job satisfaction of supervisor's is perceived high. Meanwhile, the overview of the performance of school supervisor's is perceived high. Partially, school supervisor's recruitment has significant impact on school supervisor's performance. Likewise variable competence, motivation, and job satisfaction has significant impact on the performance of the school supervisor. The result of the study also shows that the simultaneous recruitment, competency, motivation, and job satisfaction of supervisor's work give significant impact on the performance of school supervisor's. Based on the results of the study, it is recommended that the presence of the supervisor is not only used as a supplement in an education management system for local governments. The work supervisor in the form of recommendations should be used as one of cornerstones in the management of the institution to correct or improve the quality of education. Cooperation between supervisors, principals, and teachers by placing equal footing, is needed but it still put forward the realization of supervisory performance that gives value to the school management. For teachers interaction and communication between teachers and supervisors can be seen as part of the process of critical reflection as an effort to improve education.

Keywords: Recruitment, Competency, motivation, Job satisfaction, and Job Performance Quality of School Supervisor.

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