

ABSTRAK

PENGARUH KOMUNIKASI DAN KECERDASAN EMOSIONAL TERHADAP KINERJA GURU DI SMK NEGERI 11 BANDUNG

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Permasalahan yang menjadi kajian dalam penelitian ini adalah rendahnya kinerja guru di SMKN 11 Bandung. Fokus kajian diarahkan pada factor-faktor yang mempengaruhi kinerja guru. Komunikasi dan kecerdasan emosional diduga memiliki pengaruh terhadap kinerja guru. Oleh karena itu peneliti mengkaji tiga variabel, yaitu komunikasi (variabel X_1), kecerdasan emosional (variabel X_2), dan kinerja guru (variabel Y).

Tujuan penelitian ini adalah menganalisis tingkat efektifitas komunikasi, tingkat kecerdasan emosional, tingkat kinerja guru, pengaruh komunikasi terhadap kinerja guru, pengaruh kecerdasan emosional terhadap kinerja guru; dan pengaruh komunikasi dan kecerdasan emosional terhadap kinerja guru.

Metode penelitian menggunakan metode deskriptif. Teknik pengumpulan data menggunakan angket. Responden adalah guru SMK Negeri 11 Bandung sebanyak 71 orang. Teknik analisis data menggunakan regresi sederhana dan analisis regresi ganda.

Hasil penelitian menunjukkan bahwa: (1) komunikasi berada pada kategori sedang; (2) kecerdasan emosional berada pada kategori tinggi; (3) kinerja guru berada pada kategori sedang; (4) komunikasi berpengaruh positif terhadap kinerja guru; (5) kecerdasan emosional berpengaruh positif terhadap kinerja guru; (6) komunikasi dan kecerdasan emosional berpengaruh positif terhadap tingkat kinerja guru.

ABSTRACT

THE INFLUENCE OF COMMUNICATION AND EMOTIONAL INTELLIGENCE AGAINST TEACHER PERFORMANCE IN THE STATE VOCATIONAL HIGH SCHOOL 11 BANDUNG

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The issue that investigated in this study is the low performance of the teacher in the state vocational high school 11 Bandung. Focus directed at factors that influenced the performance of teachers. Communication and emotional intelligence is a factor that is thought to have influenced on the performance of teachers. Therefore the study examines three variables, namely communication (variable X_1), emotional intelligence (variable X_2), and teacher performance (variable Y).

The purpose of this research is to analyse the level of effectiveness of communication, the level of emotional intelligence, the level of teacher performance, the influence of communication on teacher performance, the influence of emotional intelligence on teacher performance; and the influence of communication and emotional intelligence on teacher performance.

Research methods used descriptive method. Data collection techniques used question form. The respondents were teachers of The State Vocational High School 11 Bandung as many as 70 people. Data analysis techniques used simple regression and multiple regression analysis.

The results showed that: (1) the communication is on a medium category; (2) the emotional intelligence is on a high category; (3) the teacher performance is on a medium category; (4) the positive effect of communication towards teacher performance; (5) the positive effect of emotional intelligence towards teacher performance; and (6) the positive effect of communication and emotional intelligence towards teacher performance.

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