

ABSTRAK

PENGARUH KOMPETENSI TERHADAP KINERJA GURU DENGAN VARIABEL KONTROL PENGALAMAN KERJA DI SMK NASIONAL BANDUNG

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Permasalahan inti yang dikaji dalam penelitian ini adalah lemahnya kinerja guru di SMK Nasional Bandung. Penelitian ini bertujuan untuk memberikan gambaran tingkat kompetensi guru, gambaran tingkat kinerja guru, mengetahui pengaruh kompetensi terhadap kinerja guru, gambaran tingkat kompetensi yang mengajar 0-3 tahun, gambaran tingkat kinerja yang mengajar 0-3 tahun, gambaran tingkat kompetensi yang mengajar 4-6 tahun, gambaran tingkat kinerja guru yang mengajar 4-6 tahun, mengetahui perbedaan kompetensi terhadap kinerja guru yang mengajar 0-3 tahun, mengetahui perbedaan kompetensi terhadap kinerja guru yang mengajar 4-6 tahun, serta mengetahui perbedaan kompetensi terhadap kinerja guru yang mengajar 0-3 tahun dan yang 4-6 tahun di SMK Nasional Bandung

Metode penelitian yang digunakan adalah metode deskriptif-verifikatif. Data dikumpulkan dengan menggunakan angket yang diperoleh dari seluruh Guru SMK Nasional Bandung yang berjumlah 34 orang. Teknik analisis data yang digunakan adalah analisis regresi linier sederhana. Serta untuk mengetahui perbedaan variabel kontrol digunakan Uji Beda Mean (Uji t)

Hasil pengujian statistik diperoleh bahwa kompetensi dan kinerja guru berada pada kategori tinggi dan hasil uji hipotesis di peroleh bahwa kompetensi berpengaruh positif terhadap tingkat kinerja guru di SMK Nasional Bandung yang mengajar 4-6 tahun dan mengajar 0-3 tahun. Besarnya pengaruh kompetensi terhadap kinerja guru ialah sebesar 68,6% sisanya 31.3% dipengaruhi oleh faktor-faktor lain yang tidak diteliti dalam penelitian ini. Jumlah rata-rata kompetensi (variabel X) yang mengajar 0-3 tahun sebesar 72.33% dan yang mengajar 4-6 tahun sebesar 79.26%, sehingga ada peningkatan secara deskriptif. Dan jumlah rata-rata kinerja (variabel Y) yang mengajar 4-6 tahun sebesar 50.93% dan yang sudah mengajar 4-6 tahun 55.52%, sehingga ada peningkatan secara deskriptif.

Kata Kunci : Kompetensi Guru, Kinerja Guru, Pengalaman Kerja

ABSTRACT

IMPACT OF COMPETENCE TO TEACHER'S PERFORMANCE WITH WORKING EXPERIENCE AS CONTROLLED VARIABLE AT SMK NASIONAL BANDUNG

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The main problem that was examined in this study is poor performance of the teacher at SMK Nasional Bandung. This study were meant to give an idea about teacher's level of competence, an illustration about teacher's level of competence, to know the impact of competence with teacher's performance, as depiction to level of competence that been working for 0-3 years, as depiction to level of competence that been working for 4-6 years, as depiction of teacher's performance that been teaching for 4-6 years, knowing the differences of competence to teacher's performance that been teaching for 0-3 years, knowing the differences of competence to teacher's performance that been teaching for 4-6 years, as well as knowing the differences of competence to teacher's performance that been teaching for 0-3 years and 4-6 years at SMK Nasional Bandung.

The method that was chosen for this study is descriptive-verify method. Data were collected with questioner gained from all of the teachers in SMK Nasional Bandung which amounts to 34 people. Data analysis technique that was used is simple linear regression analysis. Whereas for the difference of controlled variable, T test was used.

Based on the result of statistic test, I obtained that competence and teacher's performance is on the level of high category and the obtained result of hypothetic test is that competence have a positive impact towards teacher's level of performance in SMK Nasional Bandung that been teaching for 4-6 years and 0-3 years. The amount of impact from competence towards teacher's performance is 68,6% with the rest of 31,3% was influenced by other factors that were not tested in this study. The average number of competence (X variable) that been teaching for 0-3 years is 72,33% and those that been teaching for 4-6 years is 79,26% , so there is an increase descriptively. And the average number of performance (Y variable) that been teaching for 4-6 years is 50,93% and those that been teaching for 4-6 years is 55,52% , so there's an increase descriptively.

Keywords : Teacher's Competence, Teacher's Performance, Work Experience