

ABSTRAK

Pengaruh Kepemimpinan Kepala Sekolah, Kompensasi Guru, Motivasi Kerja Guru Terhadap Kinerja Mengajar Guru di Sekolah Dasar Negeri Se - Kecamatan Ngamprah

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Penelitian ini dilatarbelakangi bahwa kinerja guru SD Negeri se-Kecamatan Ngamprah masih belum optimal, hal ini dilihat dari nilai UKG SD Nasional pada tahun 2015 dari 517 guru SD Negeri di Kecamatan Ngamprah yang mendapatkan nilai UKG lebih dari 75 hanya sebesar 5,9 %, sisanya 30,9 % mendapat nilai antara 61 sampai dengan 75, dan 63,2 % mendapat nilai kurang dari 60. Fokus masalah dalam penelitian ini adalah bagaimana kondisi deskripsi kinerja mengajar guru, Kompensasi guru, Motivasi Kerja Guru dan Kepemimpinan Kepala Sekolah, serta seberapa besar pengaruh Kepemimpinan Kepala Sekolah secara langsung terhadap kinerja mengajar guru dan secara tidak langsung terhadap kinerja mengajar guru melalui kompensasi guru dan motivasi kerja guru di SD Negeri se-Kecamatan Ngamprah. Metode yang digunakan adalah metode deskriptif dengan pendekatan kuantitatif dengan angket sebagai alat pengumpulan data. Sampel penelitian yaitu berjumlah 221 guru SD Negeri se-Kecamatan Ngamprah. Hasil penelitian mendeskripsikan bahwa kinerja mengajar guru, kompensasi guru, motivasi kerja guru, dan kepemimpinan kepala sekolah berada pada kategori Tinggi. Kepemimpinan Kepala Sekolah memberikan pengaruh langsung terhadap Kinerja Mengajar Guru sebesar 11,4 % dan secara tidak langsung berpengaruh terhadap Kinerja Mengajar Guru sebesar 57,9 %. Pengaruh tidak langsung melalui kompensasi guru sebesar 34,3 % dan melalui motivasi kerja guru sebesar 23,6 %. Sementara sisanya dipengaruhi oleh variabel lain. Rekomendasi yang diajukan adalah (1) Kinerja mengajar guru, Guru menyusun perencanaan pembelajaran sebelum mengajar, agar penyajian materi pembelajaran pada kegiatan pembukaan pembelajaran tersusun secara sistematis, (2) Kompensasi guru, Kepala sekolah memberikan kompensasi di luar gaji, seperti pemberian insentif atas prestasi kerja guru, (3) Motivasi kerja guru, Guru diberikan motivasi berupa penghargaan, pemberian kompensasi tambahan, pujian untuk meningkatkan motivasi kerja guru, (4) Kepemimpinan kepala sekolah, Kepala sekolah harus memahami dan melaksanakan peran kepemimpinannya di sekolah, (5) Peneliti selanjutnya hendaknya mengkaji kembali secara mendalam mengenai permasalahan kepemimpinan kepala sekolah, kompensasi guru, motivasi kerja guru, dan kinerja mengajar guru pada sampel dan lokasi penelitian yang lain dan mengkaji faktor lain yang dapat mempengaruhi kinerja mengajar guru.

Kata Kunci : Kepemimpinan, Kompensasi, Motivasi, Kinerja, Guru.

***The Influence of the Headmaster's Leadership , Teacher Compensation ,
Teacher Motivation Work on the Performance Teachers to teach in Primary
Public School sub-district Ngamprah.***

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The research is based on that performance of Primary Public School teachers sub district Ngamprah have not yet optimal, it can be seen from the value of UKG National Primary School in 2015 of 517 for Primary Public School teachers in district Ngamprah who received a value of UKG more than 75 is only 5.9 %, the rest 30.9 % receive value between 61 up to 75, and 63,2 % receive a value less than 60. Focus problems in this research are how the description conditions of the teaching performance of teachers, compensation teachers, motivation work of teachers and the headmaster's leadership, and how big the directly influence of headmaster's leadership against teaching performance of teachers and indirectly of the teaching performance of teachers through compensation teachers and motivation work of teachers in public primary schools sub district Ngamprah. Methods that be used is the method descriptive with the quantitative approach with chief as a means of data collection.

The sample namely were 221 for Primary Public School teachers sub district Ngamprah. The results of the study described that teaching performance's teachers, compensation's teachers, motivation work's teachers, and headmaster's leadership be in the high categories. Headmaster's Leadership providing direct influence on teaching performance's teachers with 11.4 % and indirectly impact on teaching performance teachers of 57,9%. Indirect effect throught compensation teachers is 34,3 % and through motivation work of teachers is 23.6 % . While the rest influenced by other variables. Recommendations that proposed are (1) the performance of teaching teachers, teachers make planning learning before teaching, that presentation of material learning activities in the opening learning systematic, (2) compensation teachers, the school principal provide compensation outside salary, such as the provision of incentives for work performance teachers, (3) motivation work teachers, teachers given motivation of award , compensation additional , a compliment for increased the motivation work teachers, (4) leadership the school principal , the school principal need to understand and implement the role of his conduct in school, (5) The researchers next have to reviewed with deeply about headmaster's leadership problem, teachers compensation, teachers motivation work, and teacher performance teaching at sample districts and another locations of research and assess the other factors that can be affect teaching performance of teachers .

Keyword: Leadership, Compensation, Motivation, Performance, Teacher