

ABSTRAK

PENGARUH KOMPETENSI GURU TERHADAP KINERJA GURU SMK BIDANG KEAHLIAN BISNIS DAN MANAJEMEN DI KOTA BANDUNG (Studi Pada SMK Medikacom, SMK Setia Bhakti dan SMK Taruna Ganesha)

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Permasalahan kinerja Sumber Daya Manusia (SDM) merupakan permasalahan yang senantiasa aktual dibicarakan khalayak, baik di kalangan pemerhati, akademisi maupun para praktisi. Permasalahan kinerja SDM menjadi sorotan pada berbagai instansi. Kinerja SDM pendidikan, dalam hal ini guru, ternyata belum mencapai kondisi yang diharapkan, sehingga perlu ditelusuri faktor-faktor penyebabnya. Berdasarkan penelitian di beberapa sekolah, diperoleh dugaan bahwa, kompetensi di duga kuat sebagai faktor yang mempengaruhi belum optimalnya kinerja guru.

Kompetensi guru merupakan kombinasi dari pengetahuan, keterampilan, keinovasian dan kemampuan dalam melaksanakan kewajiban keprofesionalannya sebagai guru dengan memiliki 4 kompetensi, yakni kompetensi pedagogik, kompetensi profesional, kompetensi kepribadian, kompetensi sosial. Oleh karena itu, penelitian ini mengkaji dua variabel yaitu Kompetensi Guru sebagai Variabel X dan Kinerja Guru sebagai Variabel Y.

Metode penelitian yang digunakan yaitu menggunakan metode penelitian penjelasan (*explanatif research*) atau non-eksperimen, metode verifikatif, dan metode survey. Teknik pengumpulan data menggunakan instrumen angket. Responden pada penelitian ini adalah guru-guru tetap yang berada di tiga sekolah, yakni SMK Medikacom, SMK Setia Bhakti dan SMK Taruna Ganesha. Teknik analisis data menggunakan analisis regresi sederhana. Hasil penelitian menunjukkan bahwa: (1) Tingkat

kompetensi guru berada pada kategori “Sedang”; (2) Tingkat kinerja guru berada pada kategori “Sedang”; (3) Kompetensi guru berpengaruh positif dan signifikan terhadap kinerja guru sebesar 40%. (4) Besarnya pengaruh kompetensi guru terhadap kinerja guru di masing-masing sekolah terdapat perbedaan. Besarnya pengaruh kompetensi guru terhadap kinerja guru tertinggi berada di SMK Medikacom. Sedangkan besarnya pengaruh kompetensi guru terhadap kinerja guru terendah berada di SMK Taruna Ganesha.

Kata Kunci: Kompetensi Guru, Kinerja Guru

ABSTRACT

THE EFFECT OF TEACHER COMPETENCY ON VOCATIONAL HIGH SCHOOL TEACHER PERFORMANCE, BUSINESS SKILLS AND MANAGEMENT IN BANDUNG CITY

(Study at Medikacom Vocational High School, Setia Bhakti Vocational High School and Taruna Ganesha Vocational High School)

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Performance problems of Human Resource (HR) is a problem that is always actual discussed by audiences, both among observers, academics and practitioners. Performance problems of Human Resource (HR) are highlighted in various agencies. Performance of educational human resources, in this case the teacher, it has not reached the expected condition, until it needs to be explored causing factors. From the research in several schools, it was found that the competence was strongly suspected as the factor determining the contribution to the not yet optimal performance of teachers.

Teacher competence is a combination of knowledge, skill, innovation and ability in performing professional obligation as teacher with 4 competences, they are pedagogic competence, professional competence, personality competence, social competence. Therefore, this study examines two variables: Teacher Competence as Variable X and Teacher Performance as Variable Y.

The research methods used are explanative research or non-experimental method, verifikatif method, and survey method. Technique of collecting data using questionnaire instrument. Respondents in this study are permanent teachers in three Vocational High Schools (SMK) in Bandung City which amounts to 77 teachers. Data analysis technique used is simple regression. To know the influence of positive and

significant competence to teacher performance, used simple regression data analysis technique. This research uses the help of Microsoft Excel 2010 software.

The results showed that: (1) The level of teacher competence is in the "Medium" category; (2) Teacher performance level is in "Medium" category; (3) Teacher competence has a positive and significant effect on teacher performance by 40%. (4) The amount of influence of teacher competence on teacher performance in each school is different. The amount of influence of teacher competence on the highest teacher performance is in Medikacom Vocational High School. While the influence of teacher competence on teacher performance is lowest in Taruna Ganesha Vocational High School.

Keywords: Teacher Competency, Teacher Performance