

**PENGARUH KOMPETENSI, MOTIVASI, SARANA PRASARANA, DAN  
KOMITMEN ORGANISASI TERHADAP KINERJA GURU SMAN DI  
KOTA BANDA ACEH**

Diajukan Sebagai Salah Satu Syarat untuk Memperoleh Gelar  
Magister Pendidikan



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**PENDIDIKAN EKONOMI  
SEKOLAH PASCASARJANA  
UNIVERSITAS PENDIDIKAN INDONESIA  
BANDUNG  
2019**

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Sebuah Tesis yang diajukan Sebagai Salah Satu Syarat untuk Memperoleh Gelar  
Magister Pendidikan (M.Pd) Pada Fakultas Sekolah Pasacasarjana

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**PENGARUH KOMPETENSI, MOTIVASI, SARANA PRASARANA, DAN  
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BANDA ACEH**

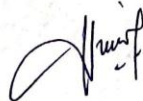
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**Husna, Asmaul. 2019. Pengaruh Kompetensi, Motivasi, Sarana Prasarana, Dan Komitmen organisasi Terhadap Kinerja Guru SMAN di Kota Banda Aceh.**

**Pembimbing 1: Prof. Dr. H. Nanang Fattah, M.Pd.**

**Pembimbing 2: Dr. Amir Machmud S.E., M.Si.**

Penelitian ini bertujuan untuk mengetahui faktor-faktor yang mempengaruhi kinerja guru yang terdiri dari kompetensi guru, motivasi guru, sarana dan prasarana, serta komitmen organisasi. Metode yang digunakan yaitu *explanatory survey* dengan pendekatan kuantitatif. Populasi dalam penelitian ini adalah seluruh guru di SMAN kota Banda Aceh sebanyak 687 orang, sedangkan yang menjadi sampel sebanyak 254 orang dari 16 sekolah dengan menggunakan rumus slovin serta menggunakan teknik sampling *simple random sampling*. Teknik pengumpulan data yang digunakan berupa kuesioner dan teknik analisis data menggunakan *Structural Equation Modelling* (SEM). Hasil penelitian menunjukkan: 1) kompetensi pedagogik berpengaruh terhadap kinerja guru, 2) kompetensi kepribadian berpengaruh terhadap kinerja guru, 3) kompetensi sosial berpengaruh terhadap kinerja guru, 4) kompetensi profesional berpengaruh terhadap kinerja guru, 5) motivasi berpengaruh terhadap kinerja guru, 6) sarana prasarana tidak berpengaruh terhadap kinerja guru, 7) komitmen organisasi berpengaruh terhadap kinerja guru. Hasil penelitian ini diharapkan dapat mengetahui kuat atau lemahnya konsep yang digunakan dan dapat menjadi bahan masukan dalam upaya pengembangan dan peningkatan kualitas sumber daya manusia, khususnya kinerja guru di Sekolah Menengah atas (SMA).

**Kata kunci: Kompetensi Guru, Motivasi, Sarana Prasarana, Komitmen Organisasi, Kinerja Guru**

## ABSTRACT

**Husna, Asmaul. 2019. Effect of Competence, Motivation, Infrastructure, and profesional Commitment on the Performance of High School Teachers in Banda Aceh City.**

**Pembimbing 1: Prof. Dr. H. Nanang Fattah, M.Pd.**

**Pembimbing 2: Dr. Amir Machmud S.E., M.Si.**

This study aims to determine the factors that influence teacher performance consisting of teacher competency, teacher motivation, facilities and infrastructure, and organizational commitment. The method used is explanatory survey with a quantitative approach. The population in this study were all teachers in the high school city of Banda Aceh as many as 687 people, while the sample was 254 people from 16 schools using the Slovin formula and using a simple random sampling technique. The data collection technique used in the form of a questionnaire and data analysis techniques using Structural Equation Modeling (SEM). The results showed: 1) pedagogical competencies affect teacher performance, 2) personality competencies affect teacher performance, 3) social competence influences teacher performance, 4) professional competence influences teacher performance, 5) motivation influences teacher performance, 6) infrastructure does not affect teacher performance, 7) organizational commitment influences teacher performance. The results of this study are expected to know the strength or weakness of the concepts used and can be input into efforts to develop and improve the quality of human resources, especially the performance of teachers in senior high schools (SMA).

**Keywords: Teacher Competence, Motivation, Infrastructure, Organizational Commitment, Teacher Performance**

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