

Pengaruh Tunjangan Profesi dan Pendidikan dan Latihan Profesi (PLPG) terhadap Kinerja Guru SMA di Kota Jakarta

**Annis Kurniawan
NIM. 1608364**

ABSTRAK

Pemberian tunjangan profesi dimaksudkan sebagai bentuk penghargaan dan pengakuan kepada guru atas predikat profesional yang disandingkan kepada dirinya. Status profesional berupa sertifikat pendidik diperoleh setelah guru tersebut lulus uji kompetensi pada tahap akhir pendidikan dan latihan profesi. Dengan telah diterimanya tunjangan profesi dan pendidikan dan latihan profesi, guru diharapkan mampu untuk selalu meningkatkan kinerja dan kapasitas dirinya sebagai bagian dari pengembangan profesi. Pemberian tunjangan profesi dan pendidikan dan latihan profesi ini diharapkan mampu meningkatkan kinerja guru SMA di Kota Jakarta.

Metode penelitian yang digunakan dalam penelitian ini adalah metode deskriptif dengan pendekatan penelitian kuantitatif bersifat *ex post facto*. Teknik pengumpulan data menggunakan kuesioner dengan skala *likert*, dimana sampel penelitian yang diambil berjumlah 77 dari 329 guru tersertifikasi di 13 SMA di Kota Jakarta. Teknik analisis data yang digunakan adalah *weighted mean score (wms)* untuk analisis deskriptif, dan analisis koefisien korelasi, determinasi serta regresi (sederhana dan berganda) untuk uji hipotesis.

Hasil penelitian menunjukkan Guru SMA di Kota Jakarta sudah berkinerja baik, dimana tunjangan profesi, dan pendidikan dan latihan profesi berpengaruh terhadap peningkatan kinerja Guru SMA di Kota Jakarta. Tunjangan profesi dan pendidikan dan latihan profesi secara bersama-sama memberikan pengaruh positif dan signifikan terhadap peningkatan kinerja guru sebesar 63,0%. Namun, diperlukannya komitmen dari para guru tersertifikasi tersebut untuk selalu meningkatkan kinerja dan mengembangkan dirinya sebagai tanggung jawab profesionalisme.

Kata Kunci : kinerja guru, pendidikan dan latihan profesi, tunjangan profesi

Effect of Professional Allowances and Professional Education and Training (PLPG) on the Performance of High School Teachers in the City of Jakarta

***Annis Kurniawan
NIM. 1608364***

ABSTRACT

Provision of professional allowance is intended as a form of appreciation and recognition to the teachers for professional predicate that was attributed to them. Professional status in the form of an educator certificate is obtained after the teacher has passed the competency test in the final stages of education and professional training. With the acceptance of professional allowances and education and professional training, teachers are expected to always improve their performance and capacity as part of professional development. Provision of professional allowance and education and professional training are expected to improve the performance of high school teachers in Jakarta.

The research method used in this study is a descriptive method with ex post facto quantitative research approach. Data collection techniques used a questionnaire with a Likert scale, in which 77 samples were taken from 329 certified teachers in 13 high schools in Jakarta. Data analysis techniques used are weighted mean score (WMS) for descriptive analysts, and analysis of correlation coefficients, determination and regression (simple and multiple) to test hypotheses.

The results showed that high school teachers in Jakarta had performed well, where professional allowances, and professional education and training had an effect on improving the performance of high school teachers in Jakarta. Professional allowances, and education and professional training, together have a positive and significant influence on improving teacher performance by 63.0%. However, the commitment of the certified teachers is needed to always improve their performance and developing theirselves as a responsibility for professionalism.

Keywords : professional allowance, professional education and training, teacher performance