

ABSTRAK

PENGARUH SUPERVISI AKADEMIK KEPALA SEKOLAH DAN MOTIVASI KERJA TERHADAP KINERJA MENGAJAR GURU DI SMP NEGERI KABUPATEN KARAWANG

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Masalah yang menjadi kajian dari penelitian ini adalah mengenai kinerja mengajar guru. Inti kajiannya difokuskan pada faktor-faktor yang mempengaruhi kinerja mengajar guru, diantaranya supervisi akademik kepala sekolah dan motivasi kerja.

Tujuan penelitian ini yaitu : a) Mengetahui gambaran supervisi akademik kepala sekolah di SMP Negeri Kabupaten Karawang b) Mengetahui motivasi kerja guru di SMP Negeri Kabupaten Karawang. c) Mengetahui gambaran Kinerja mengajar guru di SMP Negeri Kabupaten Karawang d) Menganalisis seberapa besar pengaruh supervisi akademik kepala sekolah terhadap kinerja mengajar guru di SMP Negeri Kabupaten Karawang e) Menganalisis seberapa besar pengaruh motivasi kerja terhadap kinerja mengajar di SMP Negeri Kabupaten Karawang f) Menganalisis seberapa besar pengaruh supervisi akademik kepala sekolah dan motivasi kerja terhadap kinerja mengajar guru di SMP Negeri Kabupaten Karawang.

Metode penelitian yang digunakan adalah *Explanatory Survey Method*, dengan teknik pengumpulan data angket di 30 SMP Negeri Kabupaten Karawang. Teknik pengolahan data menggunakan Model PPM (*Pearson Product Moment*).

Berdasarkan perhitungan maka diperoleh hasil bahwa supervisi akademik kepala sekolah, motivasi kerja dan kinerja mengajar guru di SMPN kabupaten Karawang dikategorikan baik, serta supervisi akademik kepala sekolah dan motivasi kerja baik secara sendiri-sendiri atau bersamaan berpengaruh terhadap kinerja mengajar guru.

Disarankan sebaiknya dalam supervisi yang dilakukan oleh kepala sekolah terhadap guru khususnya memiliki karakteristik berupa bantuan (bukan perintah) dimana inisiatif tetap berada ditangan guru yang dikaji bersama kepala sekolah sebagai supervisor sehingga terdapat perubahan perilaku guru yang positif sebagai hasil pembinaan yang dapat meningkatkan motivasi intrinsik kerja guru serta dapat meningkatkan kinerja mengajar ke arah yang lebih baik dan terstruktur, maka direkomendasikan kinerja mengajar guru bisa meningkat jika dilakukan supervisi akademik kepala sekolah dan pemberian motivasi.

ABSTRACT

THE IMPACT OF HEADMASTERS' ACADEMIC SUPERVISION AND WORK MOTIVATION ON TEACHERS' TEACHING PERFORMANCE IN THE JUNIOR HIGH SCHOOL IN KARAWANG

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The main issue of this research is teachers' teaching performance, focusing ultimately on the factors influencing teachers' teaching performance, which are headmaster's academic supervision and work motivation.

The research aimed to: a) Find the general picture of headmasters' academic supervision in Junior High Schools in Karawang; b) Find the work motivation of teachers of Junior High Schools in Karawang ; c) Find the description of teachers' teaching performance in Junior High Schools in Karawang ; d) Analyze how big the impact of headmasters' academic supervision on teachers' teaching performance in Junior High Schools in Karawang ; e) Analyze how big the impact of teachers' work motivation on their teaching performance in Junior High Schools in Karawang ; and f) Analyze how big the impact of headmaster's academic supervision and teachers' teaching motivation on teachers' teaching performance in Junior High Schools in Karawang.

The research employed explanatory survey method, using data collection technique with a questionnaire. The questionnaires were distributed to 30 Junior High Schools in Karawang . The data were processed using Pearson Product Moment.

Based on the calculation of the obtained results that the principal academic supervision, motivation and performance of teachers in junior high school in karawang categorized good and principal academic supervision with motivation, either individually or collectively affect the performance of teachers to teach.

Suggested preferably in supervision which is done by the headmaster to the teachers in particular has a characteristic form of relief (not orders) where the initiative remains in the hands of teachers who studied with the principal as a supervisor so that there are positive changes in teacher behavior as a result of coaching can enhance intrinsic motivation work teachers and to improve the performance of teaching towards a better structured, teaching performance it is recommended that teachers be increased if performed principal academic supervision and motivation.