

ABSTRAK

Asroi, M.Pd. NIM. 0800786. Study Tentang Kinerja Mengajar Guru (Analisis Pengaruh Kepemimpinan Kepala Madrasah, Budaya Madrasah, Motivasi Kerja, dan Komitmen Kerja Terhadap Kinerja Mengajar Guru Madrasah Aliyah Se-Kota Bekasi).

Secara teoretik, kinerja mengajar guru dipengaruhi oleh banyak faktor, yaitu faktor internal diantaranya persepsi, sikap, komitmen, motivasi, kepuasan dan emosi, dan faktor eksternal diantaranya kepemimpinan, struktur, budaya, lingkungan, orang, dan imbalan. Artinya bahwa naik turunnya kinerja mengajar guru disebabkan oleh kondisi internal dan eksternal. Berdasarkan hal tersebut di atas, penelitian ini bertujuan untuk menganalisis kepemimpinan kepala madrasah, budaya madrasah, motivasi kerja, komitmen kerja, dan kinerja mengajar guru dan untuk mengetahui pengaruh kepemimpinan kepala madrasah, budaya madrasah, motivasi kerja, dan komitmen kerja terhadap kinerja mengajar guru.

Metode penelitian yang digunakan adalah *survey* dengan pendekatan kuantitatif. Teknik pengumpulan data menggunakan angket atau kuesioner dalam bentuk skala Likert. Populasi sebagai unit analisis penelitian adalah guru Madrasah Aliyah di Kota Bekasi sebanyak 489 orang. Sampel penelitian menggunakan desain *restricted sample* yang terlebih dahulu dikelompokkan secara homogen yaitu kelompok guru sudah disertifikasi dan kelompok guru belum disertifikasi, jumlah sampel diambil sebanyak 20 % dengan teknik proporsional kemudian digenapkan menjadi 100 orang sekaligus sebagai responden penelitian. Teknik analisis data menggunakan analisis jalur (*path analysis*).

Kepemimpinan kepala madrasah, budaya madrasah, motivasi kerja, komitmen kerja, dan mengajar guru Madrasah Aliyah Se-Kota Bekasi tergolong baik meskipun terdapat beberapa aspek yang masih lemah. Hasil penelitian juga menyatakan bahwa kepemimpinan kepala madrasah, budaya madrasah, motivasi kerja, dan komitmen kerja memiliki pengaruh yang positif dan signifikan terhadap kinerja mengajar guru di Madrasah Aliyah.

Untuk meningkatkan kinerja mengajar guru di Madrasah Aliyah di Kota Bekasi direkomendasikan: (1) Kepada Kepala Madrasah agar lebih fokus pada aspek akademik disamping aspek administratif, membuat program lanjutan terkait dengan pembinaan dan pengembangan kinerja mengajar guru terutama peningkatan kualitas proses pembelajaran dalam bentuk supervisi akademik baik klinis maupun non klinis, membuat kegiatan pelatihan guru tentang strategi dan mode-model pembelajaran atau mengikutsertakannya pada kegiatan-kegiatan ilmiah lainnya. (2) Kepada para guru agar terus berupaya meningkatkan kinerja mengajar melalui kegiatan refleksi, memprogramkan kegiatan *lesson study* dengan melakukan *open lesson* bagi guru-guru dalam satu sekolah atau antarsekolah. (3) Kepada peneliti selanjutnya agar melakukan penelitian dengan melibatkan variabel dan pendekatan lain.

Kata kunci : Kepemimpinan, budaya madrasah, motivasi, komitmen, kinerja mengajar

ABSTRACT

Asroi, M.Pd. NIM : 0800786. The Effect of Principal Leadership, School Culture, Motivation, and Commitment to Teaching Performance of Teacher's Islamic Junior High School in Bekasi.

In theory, teaching performance is affected by many factors, internal and external. Internal factors such as perception, attitude, commitment, motivation, satisfaction and

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emotions, and external factors such as leadership, structure, culture, environment, people, and rewards. Various factors above, have close links in an effort to improve the teaching performance of teachers in the Madrasah Aliyah. It means, that the rise and fall of teaching performance caused by internal and external conditions. Based on the above, this study aims to describe principal leadership, school culture, motivation, commitment and teaching performance of teachers, and to determine the effect of principal leadership, school culture, motivation, and commitment to the teaching performance of teachers.

The method used is quantitative survey approach. The data collection technique using a questionnaire in the form of Likert scale. Population as the unit of analysis are teachers of Madrasah Aliyah in Bekasi as many as 489 people. The research sample design using a restricted sample homogeneously grouped first is a group of certified teachers and not certified, the number of samples taken by 20% or 100 of teachers with proportional technique. Data analysis techniques using path analysis.

The principal leadership, school culture, work motivation, job commitment, and teaching performance of Madrasah Aliyah quite good although there are some aspects that are still weak. And then the principal leadership, school culture, motivation, and commitment has a positive and significant effect on the teaching performance of teachers in Madrasah Aliyah.

To improve the teaching performance of teachers at Madrasah Aliyah in Bekasi suggested: (1) The Head Master of Madrasah Aliyah to to be more focused on the academic aspect as well as the administrative aspects, making advanced courses related to coaching and performance development of teachers especially the increase in the quality of the learning process in the form of academic supervision of both clinical and non-clinical, to make the training of teachers on strategies and learning model or encourage the teacher to get participation in other scientific activities. (2) For the teachers to improve the teaching performance continuously through reflection activities, lesson study with programmed activities do open lesson for teachers within a school or between schools. (3) To further research in order to conduct research involving variables and other approaches.

Keyword : Leadership, school culture, motivation, commitment, teaching performance