

**MODEL PENINGKATAN KINERJA PROFESIONAL GURU EKONOMI SMA
CABANG DINAS WILAYAH X PROVINSI JAWA BARAT**

DISERTASI

**Diajukan untuk Memenuhi sebagian Syarat Memperoleh Gelar Doktor
Pendidikan Ekonomi**



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2023**

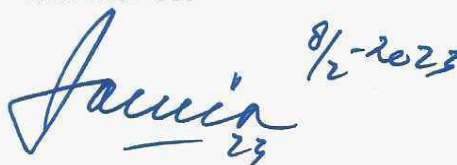
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**MODEL PENINGKATAN KINERJA PROFESIONAL GURU EKONOMI SMA
CABANG DINAS WILAYAH X PROVINSI JAWA BARAT**

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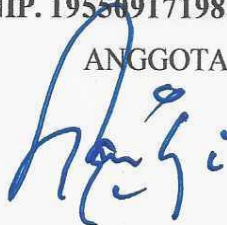
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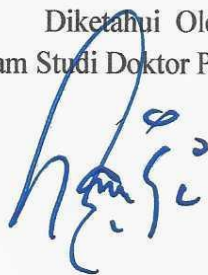
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PERNYATAAN KEASLIAN KARYA TULIS DISERTASI

Dengan ini saya menyatakan bahwa Disertasi dengan judul “**MODEL PENINGKATAN KINERJA PROFESIONAL GURU EKONOMI SMA CABANG DINAS WILAYAH X PROVINSI JAWA BARAT**” ini beserta isinya adalah benar-benar karya saya sendiri. Saya tidak melakukan penjiplakan atau pengutipan dengan cara-cara yang tidak sesuai dengan etika ilmu yang berlaku dalam masyarakat keilmuan. Atas pernyataan ini saya siap menanggung sanksi/resiko yang dijatuhkan kepada saya apabila kemudian hari ditemukan adanya pelanggaran terhadap keilmuan dalam karya saya ini, atau ada klaim terhadap keaslian karya saya ini.

Bandung, Januari 2023
Yang membuat pernyataan,

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KATA PENGANTAR

Segala puji dan syukur penulis panjatkan ke hadirat Allah SWT yang telah memberikan rahmat dan hidayah-Nya, sehingga penulis dapat menyelesaikan disertasi-ini.

Tak lupa shalawat serta salam semoga tetap dicurahkan dan dilimpahkan oleh Allah SWT kepada junjungan kita Nabi Muhammad SAW. Penelitian disertasi dilakukan dengan dilandasi adanya kinerja guru yang masih belum mencapai standar di KCD Wilayah X Provinsi Jawa Barat. Disertasi ini menguji tentang Model Peningkatan Kinerja Profesional Guru Ekonomi SMA Cabang Dinas Wilayah X Provinsi Jawa Barat

Penyusunan disertasi ini tidak terlepas dari peran serta bantuan berbagai pihak, oleh karena itu penulis mengucapkan terimakasih yang sedalam-dalamnya. Penulis menyadari masih banyak kekurangan dan jauh dari kesempurnaan. Untuk itu, penulis mengharapkan kritik dan saran yang bersifat membangun bagi perbaikan Penulisan Disertasi ini. Selanjutnya semua kekurangan dan kesalahan dalam penulisan ini adalah tanggung jawab penulis sepenuhnya.

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UCAPAN TERIMA KASIH

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ABSTRAK

MODEL PENINGKATAN KINERJA PROFESIONAL GURU EKONOMI SMA CABANG DINAS WILAYAH X PROVINSI JAWA BARAT

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Penelitian ini dilaksanakan karena terdapat permasalahan yang masih belum mencapai standar kinerja guru ekonomi SMA di KCD X Provinsi Jawa Barat. Tujuan penelitian ini adalah untuk menganalisis pengaruh Kepemimpinan Kepala Sekolah dan Kompetensi Guru terhadap Kinerja Guru dengan Mediasi Motivasi Kerja. Populasi penelitian ini adalah guru mata pelajaran ekonomi SMA Cabang Dinas Wilayah X, dengan menggunakan Teknik slovin yang menjadi unit analisis 155 guru ekonomi. Teknik sampling menggunakan *proportional random sampling* dan teknik pengumpulan data menggunakan angket dengan lima kategori jawaban skala Likert. Teknik analisis menggunakan *path analysis*. Kesimpulan penelitian ini adalah : terdapat pengaruh positif kepemimpinan kepala sekolah terhadap motivasi kerja, terdapat pengaruh positif kompetensi guru terhadap motivasi kerja, terdapat pengaruh positif motivasi kerja terhadap kinerja guru, terdapat pengaruh positif kepemimpinan kepala sekolah terhadap kinerja guru, terdapat pengaruh positif kompetensi guru terhadap kinerja guru, terdapat pengaruh positif kepemimpinan kepala sekolah dan kompetensi guru terhadap kinerja guru yang dimediasi motivasi kerja guru SMA mata pelajaran ekonomi cabang Dinas Wilayah X Provinsi Jawa Barat. Pengembang model kinerja guru dapat dibentuk oleh motivasi kerja yang didukung dengan kepemimpinan kepala sekolah, kompetensi guru, sesuai dengan model yang diajukan.

Kata Kunci: *Kepemimpinan Kepala Sekolah, Kompetensi, Motivasi Kerja, dan Kinerja Guru*

ABSTRACT

THE MODEL OF PERFORMANCE PROFESSIONAL ECONOMIC TEACHERS IMPROVEMENT OF SMA AT REGION X WEST JAVA PROVINCE

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This research was carried out because there were problems that still did not reach the performance standards of high school economics teachers at KCD X, West Java Province. The purpose of this study was to analyze the effect of Principal Leadership and Teacher Competence on Teacher Performance by Mediation of Work Motivation. The population of this research is the economics teacher of SMA Branch Office Region X, using the Slovin technique which is the unit of analysis for 155 economics teachers. The sampling technique used proportional random sampling and the data collection technique used a questionnaire with five categories of Likert scale answers. The analysis technique uses path analysis. The conclusions of this study are: there is a positive influence of principal's leadership on work motivation, there is a positive influence of teacher competence on work motivation, there is a positive influence of work motivation on teacher performance, there is a positive influence of principal's leadership on teacher performance, there is a positive influence of teacher competence on performance teachers, there is a positive influence of principal's leadership and teacher competence on teacher performance mediated by the work motivation of high school teachers in economics at the Regional X Office branch of West Java Province. The developer of the teacher performance model can be formed by work motivation supported by the principal's leadership, teacher competence, according to the proposed model.

Keywords: *Principal Leadership, Competence, Work Motivation, and Teacher Performance*

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Gambar 3. 2 Diagram jalur X1 dan X2 terhadap M.....	Error! Bookmark not defined.
Gambar 3. 3 Diagram jalur X1 X2 dan X3 terhadap Y	Error! Bookmark not defined.
Gambar 4. 1 Diagram Analisis Jalur (Sub-Model 1).....	Error! Bookmark not defined.
Gambar 4. 2 Diagram Analisis Jalur (Sub-Model 2)	Error! Bookmark not defined.
Gambar 4. 3 Diagram Analisis Jalur (Lengkap)	Error! Bookmark not defined.
Gambar 4. 4 Model Hipotetik Peningkatan Kinerja Guru yang didukung dengan Kepemimpinan Kepala Sekolah, Kompetensi Guru dan Motivasi Kerja	Error! Bookmark not defined.

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