

ABSTRAK

Zahara Mustika. NIM: 8146114004 Pengaruh Kompetensi Pedagogik, Komitmen Kerja, Motivasi Kerja, dan Kepuasan Kerja terhadap Kinerja Guru SD Negeri di Kota Banda Aceh. Desertasi, Universitas Negeri Medan, 2021.

Penelitian ini bertujuan untuk mengungkapkan (1) pengaruh kompetensi pedagogik terhadap kepuasan kerja; (2) pengaruh komitmen kerja terhadap kepuasan kerja; (3) pengaruh motivasi kerja terhadap kepuasan kerja; (4) pengaruh kompetensi pedagogik terhadap kinerja guru; (5) pengaruh komitmen kerja terhadap kinerja guru; (6) pengaruh motivasi terhadap kinerja guru; (7) pengaruh kepuasan kerja terhadap kinerja guru. Penelitian ini dilakukan pada SD Negeri di Kota Banda Aceh. Populasi penelitian adalah seluruh guru SD Negeri di kota Banda Aceh berjumlah 481 orang. Penentuan sampel menggunakan rumus Slovin, dengan jumlah sampelnya 218 orang. Data dikumpulkan dengan menggunakan angket yang diisi oleh responden yang berasal dari guru. Analisis penelitian menggunakan analisis deskriptif dan analisis inferensial dengan analisis jalur (*path analysis*). Hasil penelitian menunjukkan bahwa: (1) Kompetensi Pedagogik memberikan pengaruh dan signifikan terhadap Kepuasan Kerja ditunjukkan bahwa $\rho_{41} = 0,201$; (2) Komitmen Kerja memberikan pengaruh dan signifikan terhadap Kepuasan Kerja ditunjukkan bahwa $\rho_{42} = 0,373$; (3) Motivasi Kerja memberikan pengaruh dan signifikan terhadap Kepuasan Kerja, ditunjukkan bahwa $\rho_{43} = 0,413$; (4) Kompetensi Pedagogik memberikan pengaruh dan signifikan terhadap Kinerja Guru ditunjukkan bahwa $\rho_{51} = 0,119$; (5) Komitmen Kerja memberikan pengaruh dan signifikan terhadap Kinerja Guru ditunjukkan bahwa $\rho_{52} = 0,334$; (6) Motivasi kerja memberikan pengaruh dan signifikan terhadap Kinerja Guru ditunjukkan bahwa $\rho_{53} = 0,149$; (7) Kepuasan Kerja memberikan pengaruh dan signifikan terhadap Kinerja Guru ditunjukkan bahwa $\rho_{54} = 0,268$. Model kinerja guru temuan penelitian ini menjelaskan bahwa peningkatan kinerja guru dapat dilakukan melalui kompetensi pedagogik, komitmen kerja, motivasi kerja, dan kepuasan kerja yang secara langsung akan menyebabkan kinerja guru menjadi lebih baik.

Kata kunci: *kompetensi pedagogik, komitmen kerja, motivasi kerja, kepuasan kerja, dan kinerja guru*

ABSTRACT

Zahara Mustika. NIM : 8146114004. *The influence of pedagogic competence, work commitment, work motivation, and job satisfaction on the performance of teacher SD Negeri at Banda Aceh City.*

This purpose of this study was to reveal (1) the influence of pedagogic competence on job satisfaction; (2) the influence of work commitment on job satisfaction; (3) the influence of work motivation on job satisfaction; (4) the influence of pedagogic competence on teacher performance; (5) the influence of work commitment on teacher performance; (6) the influence of motivation on teacher performance; (7) the influence of job satisfaction on teacher performance. This research was conducted at public elementary schools in the city of Banda Aceh. The study population was all public elementary school teachers in the city of Banda Aceh totaling 481 people. Determination of the sample using the Slovin formula, with a total sample of 218 people. Data were collected using a questionnaire filled out by respondents from the teacher. The research analysis used descriptive analysis and inferential analysis with Path analysis. The results showed that: (1) Pedagogic Competence (X_1) has a direct effect and significant effect on Job Satisfaction (X_4), indicated that $\rho_{41} = 0.201$; (2) Work Commitment (X_2) has a direct effect and significant effect on Job Satisfaction (X_4), indicated that $\rho_{42} = 0.373$; (3) Work Motivation (X_3) has a direct effect and significant effect on satisfaction Work (X_4), indicated that $\rho_{43} = 0.413$; (4) Pedagogic Competence (X_1) has a direct effect and significant effect on Teacher Performance (X_5), indicated that $\rho_{51} = 0.119$; (5) Work Commitment (X_2) has a direct effect and significant effect on Teacher Performance (X_5), indicated that $\rho_{52} = 0.334$; (6) Work motivation (X_3) has a direct effect and significant effect on Teacher performance (X_5) indicated that $\rho_{53} = 0.149$; (7) Job Satisfaction (X_4) has a direct effect and significant effect on Teacher Performance (X_5), indicated that $\rho_{54} = 0.268$. The Teacher performance model the findings of this study explain that improving Teacher performance can be done through pedagogic competence, work commitment, work motivation, and job satisfaction which will directly lead to better teacher performance.

Keywords: *pedagogic competence, work commitment, work motivation job satisfaction, and teacher performance*