

ABSTRAK

WINNI PRATIWI DALIMUNTHER, NIM 7133141123. Pengaruh Kompetensi Profesional Guru Dan Motivasi Kerja Terhadap Kinerja Guru Di SMA Muhammadiyah 2 Medan T.A. 2016/2017. Skripsi, Jurusan Pendidikan Ekonomi, Program Studi Pendidikan Ekonomi, Fakultas Ekonomi, Universitas Negeri Medan 2017.

Permasalahan dalam penelitian ini adalah rendahnya kinerja guru. Penelitian ini bertujuan untuk (1) Mengetahui pengaruh kompetensi profesional guru terhadap kinerja guru SMA Muhammadiyah 2 Medan, (2) Mengetahui pengaruh motivasi kerja terhadap kinerja guru SMA Muhammadiyah 2 Medan, dan (3) Mengetahui pengaruh kompetensi profesional guru serta motivasi kerja terhadap kinerja guru SMA Muhammadiyah 2 Medan.

Penelitian ini dilaksanakan di SMA Muhammadiyah 2 Medan Jalan Abdul Hakim No.2 Tanjung Sari T.A 2016/2017. Populasi dalam penelitian ini adalah seluruh guru SMA Muhammadiyah 2 Medan dan semua anggota populasi dijadikan sampel yang berjumlah 34 guru. Teknik pengumpulan data menggunakan angket. Uji validitas dengan menggunakan teknik analisis *product moment* dan reliabilitas angket menggunakan rumus *Alpha Croanbanch*. Teknik analisis data menggunakan analisis regresi linear berganda dan koefisien determinasi dan untuk pengujian hipotesis menggunakan uji t (parsial) dan uji F (simultan).

Hasil perhitungan menunjukkan bahwa: (1) kompetensi profesional guru berpengaruh positif dan signifikan terhadap kinerja guru dengan nilai $t_{hitung} > t_{tabel}$ yakni $2,992 > 1,695$ dan taraf signifikan $0,006 < 0,05$. (2) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja guru dengan nilai $t_{hitung} > t_{tabel}$ yakni $2,287 > 1,695$ dan taraf signifikan $0,029 < 0,05$. (3) kompetensi profesional guru dan motivasi kerja berpengaruh secara simultan terhadap kinerja guru di SMA Muhammadiyah 2 Medan T.A. 2016/2017. Dengan nilai $f_{hitung} > f_{tabel}$ yakni $15,261 > 3,30$ dan taraf signifikan $0,000 < 0,05$. Hasil uji koefisien determinasi (R^2) sebesar 49,6% bahwa perubahan kinerja guru dipengaruhi oleh kompetensi profesional guru dan motivasi kerja dan sisanya 50,4% dipengaruhi oleh faktor lain diluar penelitian. Dengan demikian dapat disimpulkan terdapat pengaruh positif dan signifikan kompetensi profesional guru dan motivasi kerja terhadap kinerja guru di SMA Muhammadiyah 2 Medan T.A. 2016/2017.

Kata Kunci : Kompetensi Profesional Guru, Motivasi Kerja, dan Kinerja Guru

ABSTRACT

WINNI PRATIWI DALIMUNTHE, NIM 7133141123. The Influence of Professional Teacher Competence And Work Motivation Of Teacher Performance In SMA Muhammadiyah 2 Medan T.A. 2016/2017. Thesis, Department of Economic Education, Economic Education Study Program, Faculty of Economics, State University of Medan 2017.

The problem in this research is the low of teacher performance. This research aims to (1) to know the influence of teacher's professional competence on teacher performance of SMA Muhammadiyah 2 Medan, (2) to know the influence of work motivation on teacher performance of SMA Muhammadiyah 2 Medan, and (3) to know the influence of professional competence of teacher and work motivation to teacher performance SMA Muhammadiyah 2 Medan.

This research was conducted in SMA Muhammadiyah 2 Medan Jalan Abdul Hakim No.2 Tanjung Sari T.A 2016/2017. The population in this study were all teachers of SMA Muhammadiyah 2 Medan and all members of the population were sampled by 34 teachers. Data collection techniques used questionnaires. Validity test using product moment analysis technique and reliability questionnaire using Alpha Croanbanch formula. The technique of data analysis using multiple linear regression analysis and coefficient of determination and for hypothesis testing using t test (partial) and F test (simultaneous).

The result of the calculation shows that: (1) professional competence of teacher have positive and significant effect to teacher performance with t value > t table that is $2,992 > 1,695$ and significant level $0,006 < 0,05$. (2) work motivation have positive and significant effect to teacher performance with t value > t table that is $2,287 > 1,695$ and significant level $0,029 < 0,05$. (3) the professional competence of teachers and work motivation simultaneously affect the performance of teachers in SMA Muhammadiyah 2 Medan T.A. 2016/2017. With the value of f arithmetic > f table ie $15,261 > 3,30$ and significant level $0,000 < 0,05$. The result of determination coefficient test (R^2) is 49,6% that teacher performance change influenced by teacher professional competence and work motivation and the rest 50,4% influenced by other factor outside of research. Thus it can be concluded there is a positive and significant influence of professional competence of teachers and work motivation on teacher performance in SMA Muhammadiyah 2 Medan T.A. 2016/2017.

Key Words: Professional Teacher Competence, Work Motivation, and Teacher Performance