

ABSTRAK

PENGARUH ALTRUISME, KECERDASAN EMOSIONAL, KESADARAN SITUASI, DAN PENGAMBILAN KEPUTUSAN TERHADAP KINERJA GURU BK SMP SE KABUPATEN DELI SERDANG SUMATERA UTARA

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Penelitian ini bertujuan menemukan 1) Model peningkatan kinerja guru BK SMP yang dibangun berdasarkan hubungan kausal asosiatif antara variabel eksogenius terhadap variabel endogenous. 2) Mengetahui: a) Pengaruh langsung positif Altruisme terhadap pengambilan keputusan guru BK SMP, b) Kecerdasan emosional terhadap pengambilan keputusan guru BK SMP, c) Kesadaran Situasi terhadap pengambilan keputusan guru BK SMP, d) Altruisme terhadap kinerja guru BK SMP, e) Kecerdasan Emosional terhadap kinerja guru BK SMP, f) Kesadaran Situasi terhadap kinerja guru BK SMP, g) Pengambilan Keputusan terhadap kinerja guru BK SMP.

Populasi penelitian adalah guru BK SMP se Kabupaten Deli Serdang Sumatera Utara, yang berjumlah 259 orang, sampel sebanyak 175 orang yang dipilih dengan cara proporsional random sampling. Instrumen penelitian yang digunakan adalah skala penilaian kinerja guru BK SMP dan angket dengan skala Likert. Data penelitian diolah dan dianalisis dengan analisis jalur.

Hasil penelitian ditemukan pengaruh langsung Altruisme terhadap pengambilan keputusan sebesar 0,259 atau 25 persen, pengaruh langsung Kecerdasan Emosional terhadap Pengambilan Keputusan sebesar 0,352 atau 35 persen, pengaruh langsung Kesadaran Situasi terhadap Pengambilan Keputusan sebesar 0,346 atau 34 persen, pengaruh langsung Altruisme terhadap Kinerja guru BK SMP sebesar 0,203 atau 20 persen, pengaruh langsung Kecerdasan Emosional terhadap kinerja guru BK SMP sebesar 0,135 atau 13 persen, pengaruh langsung Kesadaran Situasi terhadap kinerja guru BK SMP sebesar 0,415 atau 41 persen, pengaruh langsung Pengambilan Keputusan terhadap kinerja guru BK SMP sebesar 0,286 atau 28 persen.

Berdasarkan hal tersebut diketahui bahwa kinerja guru BK SMP dapat ditingkatkan jika Altruisme, Kecerdasan Emosional, Kesadaran Situasi, dan Pengambilan Keputusan ditingkatkan.

Kata Kunci : Altruisme, Kecerdasan Emosional, Kesadaran Situasi, Pengambilan Keputusan, dan Kinerja

ABSTRACT

THE IMPACT OF ALTRUISM, EMOTIONAL INTELLIGENCE, SITUATION AWARENESS, AND DECISION MAKING ON WORK PERFORMANCE OF INDONESIAN JUNIOR HIGH SCHOOLS GUIDANCE AND COUNSELING TEACHERS IN THE DISTRICT OF DELI SERDANG NORTH SUMATRA

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This study aims to find out 1) the model of increasing the performance of junior high school teachers is built based on an associative causal relationship between exogenous variables and endogenous variables, and 2) ascertain a) the positive direct influence of Altruism on the decision making of BK Middle School teachers, b) emotional intelligence towards decision making of BK Middle School teachers, c) situation Awareness of the decision making of BK Middle School teachers, d) altruism on the performance of BK Middle School teachers, emotional intelligence on the performance of junior high school counselors, f) situation awareness of the performance of junior high school counselors, g) decision making on the performance of BK Middle School teachers.

The population was a number of 259 Junior High School teachers in the region of Deli Serdang, North Sumatra. The sample was 175 people selected by proportional random sampling. The research instrument used was the scale of performance evaluation for guidance and counseling junior high school teachers and a questionnaire with a Likert scale. Research data were processed and analyzed by path analysis.

The results found the direct influence of Altruism on decision making stood at 0.259 or 25%, the direct effect of Emotional Intelligence on Decision Making was 0.352 or 35%, and the direct effect of Situation Awareness on Decision Making was 0.346 or 34%. The direct effect of Altruism on the Performance of SMP BK teachers is 0.203 or 20%; the direct effect of Emotional Intelligence on the performance of SMP BK teachers is 0.135 or 13%, the direct effect of Situation Awareness on the performance of BK Junior High School teachers is 0.415 or 41%, the direct effect of Decision Making on the performance of SMP BK teachers is 0.286 or 28%.

All in all, it is known that the performance of BK Junior High School teachers can be improved if Altruism, Emotional Intelligence, Situation Awareness, and Decision Making are improved.

Keywords: Altruism, Emotional Intelligence, Situation Awareness, Decision Making, and Performance