

ABSTRAKSI

Penurunan Indeks Pembangunan Manusia Indonesia dan Indeks pembangunan Pendidikan Indonesia merupakan masalah serius. Berbagai kebijakan pemerintah sebagai upaya peningkatan kualitas pendidikan diantaranya adalah mengeluarkan Peraturan Pemerintah tentang standar sekolah. Peran guru sangat penting dalam upaya peningkatan kualitas pendidikan. Dalam melaksanakan tugasnya guru harus memiliki kompetensi, motivasi, dan lingkungan kerja yang akan menentukan kinerja guru. Penelitian ini bertujuan untuk: (1) menguji dan menganalisis pengaruh kompetensi, motivasi, dan lingkungan kerja terhadap kinerja guru, (2) menguji dan menganalisis perbedaan kinerja guru pada RSMABI dan SSN.

Jenis penelitian ini adalah penelitian survei dengan menggunakan kuisioner. Sampel diambil 97 guru pada RSMABI dan SSN di Wilayah Kabupaten Sleman. Analisis data menggunakan analisis regresi linier berganda dan uji beda.

Hasil penelitian ini menunjukkan bahwa kompetensi berpengaruh positif terhadap kinerja guru, motivasi berpengaruh negatif terhadap kinerja guru, lingkungan kerja berpengaruh positif terhadap kinerja guru. Variabel kompetensi, motivasi, dan lingkungan kerja secara bersama-sama berpengaruh positif dan signifikan terhadap kinerja guru. Kompetensi, motivasi, dan lingkungan kerja berpengaruh terhadap kinerja guru sebesar 62,1%. Kinerja guru RSMABI tidak berbeda dengan kinerja guru SSN.

Kata kunci : kompetensi, motivasi, lingkungan kerja, kinerja guru

ABSTRACT

The decrease of Human Development Index in Indonesia and the development of Education in Indonesia is a serious problem. One of various government policies in order to improve the education quality is the government regulation on school standarts. The teacher's role in improving the education quality is very important. In performing their duties, the teachers should have the competence, motivation, and working environment that will determine the performance of the teachers. The aims of this study are : (1) to examine and to analyze the influence of the competence, motivation, and working environment on the performance of teachers, (2) to examine and to analyze the differences in teachers performance on RSBI and SSN.

This type of research is the study using the quaestionnaire survey. Samples were taken from 97 teachers in RSMABI and SSN in Sleman Regency. The analysis of data is using multiple linear regression analysis and different tests.

The results of this study indicate that the competence gives positive effect on teacher's performance, motivation gives negative effect the teacher's performance, the work environment has positive effect on the teacher's performance. Variable competence, motivation, and working environment have positive and significant impact on teacher's performance. The competence, motivation, and work enviroant affect the performance of teachers at 62,1%. The RSMABI teacher's performance is not different from the SSN teachers performance.

Key words: competence, motivation, work environment, the performance of teachers