

ABSTRAK

PENGARUH MOTIVASI DAN KOMPETENSI TERHADAP KINERJA GURU MELALUI KOMITMEN ORGANISASIONAL SEBAGAI VARIABEL INTERVENING

(Studi Kasus Pada Guru Sekolah Dasar Negeri Se-Kecamatan Tugu Semarang)

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh motivasi dan kompetensi terhadap kinerja guru melalui komitmen organisasional sebagai variabel intervening. Pengambilan sampel dilakukan dengan menggunakan metode sensus sehingga seluruh guru SD Negeri di Kecamatan Tugu Semarang yang berjumlah 77 guru dijadikan sebagai sampel. Metode pengambilan data adalah data primer dengan menggunakan metode kuesioner tertutup dengan cara memberikan daftar pernyataan kepada responden. Data analisis menggunakan uji instrument dengan uji validitas dan uji reliabilitas, uji model dengan uji koefisien determinasi dan uji F, analisis regresi berganda dan uji signifikansi, serta uji mediasi. Hasil penelitian ini motivasi, kompetensi dan komitmen organisasional berpengaruh positif dan signifikan terhadap kinerja guru; motivasi dan kompetensi berpengaruh positif dan signifikan terhadap komitmen organisasional; komitmen organisasional tidak dapat mengintervening pengaruh motivasi terhadap kinerja guru; komitmen organisasional dapat mengintervening pengaruh kompetensi terhadap kinerja guru.

Kata kunci: motivasi, kompetensi, komitmen organisasional, kinerja guru

ABTRACT

THE INFLUENCE OF MOTIVATION AND COMPETENCE ON TEACHER PERFORMANCE THROUGH ORGANIZATIONAL COMMITMENTS AS INTERVENING VARIABLES

(Case Study of Elementary School Teachers in the District of Tugu Semarang)

This study aims to examine and analyze the effect of motivation and competence on teacher performance through organizational commitment as an intervening variable. Sampling was conducted using the census method so that all 77 elementary school teachers in Tugu Semarang District were sampled. Data collection methods are primary data using a closed questionnaire method by providing a list of statements to respondents. Data analysis used instrument test with validity and reliability test, model test with coefficient of determination and F test, multiple regression analysis and significance test, and mediation test. The results of this study were motivation, competency and organizational commitment had positive and significant effects on teacher performance; motivation and competence have a positive and significant effect on organizational commitment; organizational commitment cannot interfere with the effect of motivation on teacher performance; organizational commitment can interfere with the effect of competence on teacher performance.

Keywords: *motivation, competence, organizational commitment, teacher performance*