

## **ABSTRACT**

***The Contribution of Supervision and Incentive toward Teacher's Performance of Elementary School of Kecamatan Mapat Tunggul Kabupaten Pasaman.***  
**Thesis. Graduate Program of Padang State University.**

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On the basis of a preliminary field observation, the researcher noticed that the teacher's performance of Elementary School of Kecamatan Mapat Tunggul Kabupaten Pasaman has been unsatisfactory. If this condition continued, it would worriedly effect to the good quality of education as intended. This condition was caused by several factors, among other things by the lack of supervision and insufficient of incentive to the teachers. This study was intended to discover the contribution of both factors toward the work performance of teachers of Elementary Schools of Kecamatan Mapat Tunggul Kabupaten Pasaman.

There were three hypotheses tested. Firstly, the supervision contributed to the teachers' performance. Secondly, the incentive contributed to the teachers' performance. Thirdly, the supervision and incentive collectively contributed to the teachers' performance.

The researcher used quantitative approach in this research. The population were all of 132 teachers of Elementary School of Kecamatan Mapat Tunggul Kabupaten Pasaman, while 60 teachers were selected as research sample, applying stratified proportional random sampling techniques, using teachers' educational background and length of work services as populations' stratification. Data were collected by a questionnaire of Likert-scale model that its validity and reliability had been tested. Then, data were analyzed by using correlation and regression techniques.

Data analysis shows that the three hypotheses are accepted significantly at 95% confidence level. Reseach findings are as follow: a) the supervision contributes 13,90% to the teachers' performance; b) the incentive contributes 9,20% to the teachers' performance; and 3) the supervision and the incentive collectively contribute 19,30% to the teachers' performance. In addition, it is found that teachers' performance is in fair category (75,60% from the ideal score), supervision is in fair category (77,20% from the ideal score), and incentive is also in fair category (76,40% from the ideal score). From these research findings, it's concluded that the supervision and the incentive are two important factors for increasing teachers' work performances. These findings imply that teachers' performance can be increased through the programs of supervision and incentive.

## ABSTRAK

***Kontribusi Supervisi dan Insentif terhadap Kinerja Guru Sekolah Dasar Kecamatan Mapat Tunggul Kabupaten Pasaman. Tesis. Program Pascasarjana Universitas Negeri Padang.***

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Berdasarkan pengamatan awal di lapangan, peneliti mendapat informasi bahwa kinerja guru SD Kecamatan Mapat Tunggul Kabupaten Pasaman terkesan kurang memuaskan. Apabila keadaan ini dibiarkan, akan berdampak terhadap kualitas pendidikan. Kondisi ini diduga disebabkan oleh banyak faktor, diantaranya kurangnya kegiatan supervisi yang dilakukan oleh kepala sekolah dan insentif yang diterima oleh guru kurang memadai. Penelitian ini bertujuan untuk mengungkapkan kontribusi supervisi dan insentif terhadap kinerja guru Sekolah Dasar Kecamatan Mapat Tunggul Kabupaten Pasaman.

Ada tiga hipotesis yang diuji melalui penelitian ini. Pertama, supervisi berkontribusi terhadap kinerja guru. Kedua, insentif berkontribusi terhadap kinerja guru. Dan ketiga, supervisi dan insentif secara bersama-sama berkontribusi terhadap kinerja guru.

Penelitian ini menggunakan pendekatan kuantitatif. Populasinya adalah seluruh guru SD Kecamatan Mapat Tunggul Kabupaten Pasaman sebanyak 132 orang. Sampel terpilih sebanyak 60 orang dari populasi dengan menggunakan teknik *stratified proportional random sampling* dengan mempertimbangkan strata pendidikan dan masa kerja. Data dikumpulkan menggunakan kuesioner model skala Likert yang telah diuji validitas dan reliabilitasnya. Kemudian data dianalisis dengan teknik korelasi dan regresi.

Hasil analisis menunjukkan bahwa ketiga hipotesis yang diajukan dapat diterima pada taraf kepercayaan 95%. Ditemukan bahwa a) supervisi berkontribusi 13,90% terhadap kinerja guru, b) insentif berkontribusi 9,20% terhadap kinerja guru, dan c) supervisi dan insentif secara bersama-sama berkontribusi 19,30% terhadap kinerja guru. Sedangkan tingkat pencapaian responden untuk kinerja guru berada dalam kategori cukup (75,60%), tingkat pencapaian responden untuk supervisi berada dalam kategori cukup (77,20%), dan tingkat pencapaian responden untuk insentif berada dalam kategori cukup (76,40%). Disimpulkan bahwa supervisi dan insentif merupakan dua faktor yang signifikan untuk peningkatan kinerja guru SD Kecamatan Mapat Tunggul Kabupaten Pasaman. Temuan ini berimplikasi bahwa upaya peningkatan kinerja guru dapat dilakukan melalui kegiatan supervisi dan insentif yang dapat meningkatkan kinerja guru secara lebih baik.