

ABSTRACT

Japemar. 2021. The Effect of Supervisor's Academic Supervision, Principal Leadership, Organizational Culture, and Motivation Achievement on Teacher Performance at Junior High School Pariaman City. Disertation. Postgraduate Program of Universitas Negeri Padang.

The background of this study by the average value of teacher competency test (UKG) in Kota Pariaman as a whole is still low with an average of 60.43 and in particular teacher competency test results (UKG) at junior high school level is still relatively low with an average of 61, 45. This indicates that the teachers' performance at junior high school Pariaman city still low. For this reason, it is necessary to study the factors that influence teacher performance in relation to the supervisor's academic supervision, principal leadership, organizational culture, and achievement motivation. The purpose of this study is to determine empirically the factors that affect the teachers' performance teachers are seen from the supervisor's academic supervision, principal leadership, organizational culture, and achievement motivation.

This study was conducted using a survey method for explicative or describe the phenomena being studied about the variables in the path diagram. The population of this research is the teachers of State Junior High Schools who work in Pariaman city, which are spread over 9 State Junior High Schools with a total of 300 teachers. The research sample was taken using the Propositional Stratified Random Sampling technique. While sampling is calculated using the formula of Isaac and Michael with an error rate of 5%, from the calculation of the number of samples obtained in this study were 174 teachers. The technique of collecting data using questionnaires and documentation. Data were analyzed through descriptive analysis and inductive analysis.

The results showed that (1) there was a direct effect of the supervisor's academic supervision variable on teacher performance, (2) there was a direct effect of the principal's leadership variable on teacher performance, (3) there was a direct effect of organizational culture variables on teacher performance, (4) there was an indirect effect of the supervisor's academic supervision variable on teacher performance through achievement motivation, (5) there was an indirect effect of the principal's leadership variable on teacher performance through achievement motivation, and (6) there was an indirect effect of organizational culture variables on teacher performance through achievement motivation. In this way, to improve the performance of teachers at junior high school Pariaman city can be done through increasing a supervisor's academic supervision, principal leadership, organizational culture, and achievement motivation. Furthermore, a product in the form of a book has been prepared to provide a direction regards to things can be done to improve teachers performance.

ABSTRAK

Japemar. 2020. Pengaruh Supervisi Akademik Pengawas, Kepemimpinan Kepala Sekolah, Budaya Organisasi, dan Motivasi Berprestasi terhadap Kinerja Guru di SMP Kota Pariaman. Disertasi. Pascasarjana Universitas Negeri Padang.

Penelitian ini dilatar belakangi oleh rata-rata nilai uji kompetensi guru (UKG) di Kota Pariaman secara keseluruhan masih rendah dengan rata-rata 60,43 dan khususnya hasil uji kompetensi guru (UKG) pada jenjang pendidikan SMP masih tergolong rendah dengan rata-rata 61,45. Hal ini mengindikasikan bahwa kinerja guru SMP di Kota Pariaman masih rendah. Untuk itu perlu diteliti faktor-faktor yang mempengaruhi kinerja guru dalam kaitannya dengan supervisi akademik pengawas, kepemimpinan kepala sekolah, budaya organisasi, dan motivasi berprestasi. Tujuan penelitian ini adalah untuk mengetahui secara empiris faktor-faktor yang mempengaruhi kinerja guru dilihat dari faktor supervisi akademik pengawas, kepemimpinan kepala sekolah, budaya organisasi, dan motivasi berprestasi.

Penelitian ini dilakukan dengan menggunakan metode survey karena bersifat menerangkan atau menggambarkan fenomena yang sedang dipelajari tentang variabel yang mempengaruhi dalam satu diagram jalur (*path Analysis*). Populasi penelitian ini adalah guru-guru SMP Negeri yang bertugas di Kota Pariaman yang tersebar dalam 9 SMP Negeri dengan jumlah 300 orang guru. Sampel penelitian diambil menggunakan Teknik *Propositional Stratified Random Sampling*. Sedangkan penentuan sampel dihitung dengan menggunakan rumus dari *Isaac* dan *Michael* dengan tingkat kesalahan 5%, dari hasil perhitungan didapatkan jumlah sampel pada penelitian ini adalah sebanyak 174 orang guru. Teknik pengumpulan data menggunakan angket dan dokumentasi. Data dianalisis melalui analisis deskriptif dan analisis induktif.

Hasil penelitian menunjukkan bahwa (1) terdapat pengaruh langsung variabel supervisi akademik pengawas terhadap kinerja guru, (2) terdapat pengaruh langsung variabel kepemimpinan kepala sekolah terhadap kinerja guru, (3) terdapat pengaruh langsung variabel budaya organisasi terhadap kinerja guru, (4) terdapat pengaruh tidak langsung variabel supervisi akademik pengawas terhadap kinerja guru melalui motivasi berprestasi, (5) terdapat pengaruh tidak langsung variabel kepemimpinan kepala sekolah terhadap kinerja guru melalui motivasi berprestasi, dan (6) terdapat pengaruh tidak langsung variabel budaya organisasi terhadap kinerja guru melalui motivasi berprestasi. Dengan demikian untuk meningkatkan kinerja guru di SMP Negeri Kota Pariaman dapat dilakukan melalui peningkatan supervisi akademik pengawas, kepemimpinan kepala sekolah, budaya organisasi, dan motivasi berprestasi. Selanjutnya telah disusun produk berbentuk buku untuk memberi arah berkaitan dengan hal-hal yang dapat dilakukan untuk meningkatkan kinerja guru.