

ABSTRACT

Satrio Novaldi (2021) : The Effect of Professional Competence, Work Ethic, Adversity Quotient on the Performance of High School Health and Sports Education Teachers in Bengkulu City

The problem in this research is the low performance of the teachers of high school sports and health education in Bengkulu City. This study aims to determine the direct and indirect effect of professional competence (X_1), work ethic (X_2), *adversity quotient* (X_3) on the performance of physical education teachers (Y).

This research method is quantitative with the approach *path analysis*. The population in this study were 55 teachers of high school of physical education in Bengkulu City. The sampling technique used *purposive sampling*, where the population sampled was 39 people. Data were collected using a Likert scale questionnaire instrument to measure all research variables.

The results of data analysis indicate that the path coefficient value is significant and linear, where the magnitude of the direct, indirect and simultaneous influence is as follows: (1) there is a significant direct influence of professional competence on the performance of physical education teachers is 70.0%. (2) there is a significant direct effect of work ethic on the performance of physical education teachers, which is 21.4%. (3) there is no significant direct effect of *adversity quotient* on the performance of physical education teachers, which is 8.6%. (4) there is no significant indirect effect of professional competence on the performance of physical education teachers through *adversity quotient*, which is 2.0%. (5) there is no significant indirect effect of work ethic on the performance of physical education teachers through *adversity quotient*, which is 4.4%. (6) there is a simultaneous influence between professional competence, work ethic, *adversity quotient* simultaneously on the performance of physical education teachers, which is equal to 81.9%. Thus it can be concluded that professional competence, work ethic, and *adversity quotient* have a direct, indirect, and simultaneous influence on the performance of physical education teachers.

Keywords : Physical Education Teacher Performance, Professional Competence, Work Ethic, Adversity Quotient

ABSTRAK

Satrio Novaldi (2021) : Pengaruh Kompetensi Profesional, Etos Kerja, *Adversity Quotient* Terhadap Kinerja Guru Pendidikan Jasmani Olahraga dan Kesehatan SMA Negeri di Kota Bengkulu

Masalah dalam penelitian ini adalah rendahnya kinerja guru pendidikan jasmani olahraga dan kesehatan SMA Negeri di Kota Bengkulu. Penelitian ini bertujuan untuk mengetahui pengaruh langsung dan tidak langsung kompetensi profesional (X_1), etos kerja (X_2), *adversity quotient* (X_3) terhadap kinerja guru penjasorkes (Y).

Metode penelitian ini secara kuantitatif dengan pendekatan *path analysis*. Populasi pada penelitian ini adalah guru penjasorkes SMA se-Kota Bengkulu berjumlah 55 orang. Teknik pengambilan sampel dengan menggunakan *purposive sampling*, dimana populasi yang dijadikan sampel berjumlah 39 orang. Data dikumpulkan menggunakan instrumen kuesioner berskala Likert untuk mengukur keseluruhan variabel penelitian.

Hasil analisis data menunjukkan bahwa nilai koefisien jalur dimana besarnya pengaruh baik secara langsung, tidak langsung maupun pengaruh secara simultan adalah sebagai berikut : (1) terdapat pengaruh langsung yang signifikan kompetensi profesional terhadap kinerja guru penjasorkes sebesar 70,0%. (2) terdapat pengaruh langsung yang signifikan etos kerja terhadap kinerja guru penjasorkes sebesar 21,4%. (3) tidak terdapat pengaruh langsung yang signifikan *adversity quotient* terhadap kinerja guru penjasorkes sebesar 8,6%. (4) tidak terdapat pengaruh tidak langsung yang signifikan kompetensi profesional terhadap kinerja guru penjasorkes melalui *adversity quotient* sebesar 2,0%. (5) tidak terdapat pengaruh tidak langsung yang signifikan etos kerja terhadap kinerja guru penjasorkes melalui *adversity quotient* yaitu sebesar 4,4%. (6) terdapat pengaruh positif antara kompetensi profesional, etos kerja, *adversity quotient* secara simultan terhadap kinerja guru penjasorkes yaitu sebesar 81,9%. Dengan demikian dapat disimpulkan bahwa kompetensi profesional, etos kerja, dan *adversity quotient* memberikan pengaruh langsung, tidak langsung, maupun secara simultan terhadap kinerja guru pendidikan jasmani olahraga dan kesehatan SMA Negeri di Kota Bengkulu.

Kata Kunci : Kinerja Guru Penjasorkes, Kompetensi Profesional, Etos Kerja, *Adversity Quotient*