ABSTRACT

The Contribution of Head Master`s Supervision and Motivation at Work toward the Teacher`s Performance of the Elementary School Teachers in Sungaipua, Sub-District of Agam egency.

Oleh: Zulfa, (AP PPs UNP-2012)

On the basis of a preliminary observation, the teacher`s performance of the elementary school teachers in Sungaipua, Sub-District of Agam Regency was less satisfied. It was predicted that this condition would affect the quality of education. The researcher presumed that lack of teacher's performance at work were caused by some factors, namely the headmaster`s supervision and the teacher` motivation at work. That is why the researcher conducted a research to disclose the truth.

The purpose of this research was to disclose the contribution of the headmaster`s supervision and motivation at work toward the performance of Elementary School Teachers in Sungaipua, Sub-District of Agam Regency, either individually or collectively. The hypotheses of the research were formulated as follow, firstly, the headmaster`s supervision contributed significantly toward the teacher`s performance, secondly, the motivation at work contributed significantly toward the teacher`s performance, and finally, the headmaster`s supervision and motivation at work contributed significantly toward the teacher`s performance of the elementary school teachers.

The population of the research were all teachers of Elementary schools in Sungaipua, Sub-District of Agam Regency, totaling 135 teachers registered. 55 of them were selected as the sample by using *stratified proportional random sampling technique* . Instruments used to collect data were a questionnaire of Likert scale model in which the validity and the reliability had been tested. The data was analyzed by using the simple and multiple correlation regression.

The findings of the research indicates that the three hypotheses are accepted at the level of 95% faithfulness. The contribution of the headmaster`s supervision is 13,9 % toward teacher's performance. It is found that the headmaster`s supervision in Sungaipua, Agam Regency is categorized sufficient. The motivation at work contributes 23,1 % toward teacher's. It is categorized sufficient.And the headmaster`s supervision and the teacher`s motivation at work contribute collectively 30,6 % toward teacher's performance. It is also found sufficient. To sum up, the teacher`s performance is categorized sufficient.

The research findings imply that the headmaster`s performance supervision and the teacher`s motivation at work at elementary school constitute two factors that significantly influence the teacher`s performance at elementary school in Sungaipua, Sub-District of Agam Regency. The teacher`s performance can be improved through the improvement of the headmaster`s supervision and the teacher`s motivation at work without ignoring other factors which are not researched in this study.

ABSTRAK

Kontribusi Supervisi Kepala Sekolah dan Motivasi Kerja terhadap Kinerja Guru Sekolah Dasar Kecamatan Sungaipua.

Oleh: Zulfa, (AP PPs UNP-2012)

Berdasarkan pengamatan awal yang dilakukan, kinerja guru sekolah dasar Kecamatan Sungaipua terindikasi masih kurang memuaskan. Jika permasalahan ini dibiarkan berlangsung lebih lama, dikhawatirkan akan berdampak terhadap mutu pendidikan. Rendahnya kinerja guru ini diduga disebabkan oleh beberapa faktor antara lain supervisi kepala sekolah dan motivasi kerja guru. Oleh karena itu peneliti merasa perlu melakukan penelitian ini untuk mengungkap kebenarannya.

Penelitian ini bertujuan untuk mengetahui besarnya kontribusi supervisi kepala sekolah dan motivasi kerja terhadap kinerja guru sekolah dasar negeri Kecamatan Sungaipua, baik secara sendiri-sendiri maupun secara bersama-sama. Hipotesis yang diajukan dalam penelitian ini: (1) supervisi kepala sekolah berkontribusi terhadap kinerja guru, (2) motivasi kerja berkontribusi terhadap kinerja guru, dan (3) supervisi kepala sekolah dan motivasi kerja berkontribusi terhadap kinerja guru. Populasi penelitian ini adalah seluruh guru sekolah dasar negeri Kecamatan Sungaipua Kabupaten Agam, yang berjumlah 135 orang. Sampel sebanyak 55 orang yang ditentukan secara *stratified proportional random sampling*. Pengumpulan data dilakukan dengan menggunakan kuesioner model *skala Likert* yang telah diuji validitas dan reliabilitasnya. Data diolah dengan menggunakan teknik regresi sederhana dan regresi ganda.

Hasil penelitian memperlihatkan bahwa ketiga hipotesis yang ajukan diterima, pada taraf kepercayaan 95%. Temuan ini menunjukkan bahwa kontribusi supervisi kepala sekolah 13,9 % terhadap kinerja guru sekolah dasar. Motivasi kerja berkontribusi 23,1 % terhadap kinerja guru sekolah dasar. Ditemukan juga bahwa supervisi kepala sekolah di Kecamatan Sungaipua Kabupaten Agam termasuk kategori cukup, motivasi kerja guru termasuk kategori baik, dan kinerja guru berada pada kategori baik.Secara bersama-sama Supervisi kepala sekolah dan motivasi kerja guru berkontribusi sebesar 30,6 % terhadap kinerja guru sekolah dasar.

Berdasarkan temuan di atas disimpulkan bahwa supervisi kepala sekolah dan motivasi kerja guru merupakan dua faktor yang mempengaruhi kinerja guru. Peningkatan kinerja guru dapat dilakukan dengan usaha peningkatan pelaksanaan supervisi kepala sekolah dan peningkatan motivasi kinerja guru tanpa mengabaikan faktor-faktor lain yang tidak dikaji dalam penelitian ini.