

ABSTRACT

The Contribution of Teachers' Creativity and School Principal's Supervision toward Performances of Teachers of Junior High School in Lubuk Basung sub-district of Agam Regency.

Oleh: Zulkifli (AP PPs UNP-2012)

On the basis of a preliminary field observation, the researcher noticed that work a performance of teachers of Junior High Schools in Lubuk Basung sub-district of Agam Regency has been unsatisfactory. If this condition continued, it would worriedly effect the good quality of education as intended. This condition was presumably caused by several factors, among other things by unfavourable teacher's creativity and lack, of school principal's supervision. This study was intended to discover the contribution of both factors toward the work performance of teachers of Junior High Schools in Lubuk Basung sub-district of Agam Regency.

There were three hypotheses tested: firstly, the teachers' creativity contributed to the teachers' performance; secondly, the school principal's supervision contributed to the teachers' performance; thirdly, the teachers' creativity and the school principal's supervision contributed to the teachers', performance simultaneously.

This research used quantitative approach. The population were all 187 teachers of Junior High School in Lubuk Basung sub-district of Agam Regency, while 47 teachers were selected as research sample, applying stratified proportional random sampling technique, 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 analyses show that the three hypotheses were accepted significantly at 95% confidence level. Research findings are as follow: a) the teachers' creativity contributes 11,8% to the teachers' performance; b) the school principal's supervision contributes 14.8% to the teachers' performance; and 3) the teachers' creativity and the school principal's supervision contribute 22.4% to the teachers' performance, simultaneously. From these research findings, it's concluded that the teachers' creativity and the school principal's supervision are two important factors for increasing teachers' work performances. These findings imply that teachers' work performance can be increased through programs and activities which are potential to improve teachers' creativity and better school principal's supervision actions. These findings also imply that teacher's work performance can be increased through implementing the supervision more intensively by considering the indicators, and through giving teachers' opportunities, beliefs, and responsibilities to develop their creativities.

ABSTRAK

Kontribusi Kreativitas Guru dan Supervisi Kepala Sekolah terhadap Kinerja Guru SMP Negeri Kecamatan Lubuk Basung.

Oleh: Zulkifli (AP PPs UNP-2012)

Berdasarkan pengamatan awal di lapangan, peneliti mendapat informasi bahwa kinerja guru-guru SMP Negeri Kecamatan Lubuk Basung Kabupaten Agam terkesan masih rendah. Apabila keadaan ini dibiarkan, akan berdampak terhadap kualitas pendidikan. Kondisi ini diduga disebabkan oleh banyak faktor, diantaranya rendahnya kreativitas guru dan lemahnya supervisi kepala sekolah. Penelitian ini bertujuan untuk mengungkapkan kontribusi kreativitas guru dan supervisi kepala sekolah terhadap kinerja guru SMP Negeri Kecamatan Lubuk Basung Kabupaten Agam.

Ada tiga hipotesis yang diuji melalui penelitian ini. Pertama, kreativitas guru berkontribusi terhadap kinerja guru, kedua, supervisi kepala sekolah berkontribusi terhadap kinerja guru, dan ketiga, kreativitas guru dan supervisi kepala sekolah secara bersama-sama berkontribusi terhadap kinerja guru.

Penelitian ini menggunakan pendekatan kuantitatif. Populasinya adalah seluruh guru SMP Negeri Lubuk Basung Kabupaten Agam sebanyak 187 orang. Sampel terpilih sebanyak 47 orang dari populasi dengan menggunakan teknik *stratified proportional random sampling* dengan 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) kreativitas guru berkontribusi 11,8% terhadap kinerja guru, b) supervisi kepala sekolah berkontribusi 14,8% terhadap kinerja guru, dan c) kreativitas guru dan supervisi kepala sekolah secara bersama-sama berkontribusi 22,4% terhadap kinerja guru. Disimpulkan bahwa kreativitas guru dan supervisi kepala sekolah merupakan dua faktor yang signifikan untuk peningkatan kinerja guru-guru SMP Negeri Kecamatan Lubuk Basung Kabupaten Agam. Temuan ini berimplikasi bahwa upaya peningkatan kinerja guru dapat dilakukan melalui program-program dan aktivitas-aktivitas yang dapat menimbulkan kreativitas guru, dan pelaksanaan supervisi kepala sekolah secara lebih baik. Temuan ini berimplikasi bahwa upaya peningkatan kinerja guru dapat ditingkatkan melalui pengintensifan pelaksanaan supervisi dengan memperhatikan indikator yang berkaitan dengan pelaksanaannya, dan melalui pemberian kesempatan, kepercayaan serta tanggungjawab kepada guru untuk mengembangkan kreativitasnya.