

ABSTRAK

PENGARUH SERTIFIKASI, IKLIM KERJA, DAN MOTIVASI KERJA TERHADAP KINERJA GURU DI SD NEGERI KABUPATEN LAMPUNG SELATAN

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Masalah dalam penelitian ini adalah kinerja guru. Tujuan penelitian ini adalah untuk mengetahui, dan menganalisis pengaruh sertifikasi, iklim kerja, dan motivasi kerja terhadap kinerja guru di SD Negeri Kabupaten Lampung Selatan baik secara parsial maupun secara simultan.

Penelitian ini merupakan penelitian pendekatan kuantitatif dengan menggunakan jenis asosiatif, dengan mengambil sampel 46 guru SD Negeri di Kabupaten Lampung Selatan. Pengumpulan data dilakukan dengan kuesioner. Analisis data menggunakan analisis jalur (*path analysis*), dan pengujian hipotesis.

Hasil penelitian ini menunjukkan bahwa sertifikasi berpengaruh langsung terhadap kinerja guru di SD Negeri Kabupaten Lampung Selatan. Hal ini bermakna bahwa apabila program sertifikasi dilaksanakan di sekolah dengan baik maka kinerja guru juga akan mengalami peningkatan. Iklim kerja berpengaruh langsung terhadap kinerja guru di SD Negeri Kabupaten Lampung Selatan. Hal ini bermakna bahwa apabila terciptanya iklim kerja yang kondusif di sekolah maka kinerja guru juga akan mengalami peningkatan. Motivasi kerja berpengaruh langsung terhadap kinerja guru di SD Negeri Kabupaten Lampung Selatan. Hal ini bermakna bahwa apabila guru memiliki motivasi kerja tinggi maka kinerja guru juga akan mengalami peningkatan. Sertifikasi, iklim kerja, dan motivasi kerja secara bersama-sama berpengaruh dan signifikan terhadap kinerja guru di SD Negeri Kabupaten Lampung Selatan. Hal ini bermakna bahwa apabila program sertifikasi dilaksanakan dengan baik, terciptanya iklim kerja yang kondusif, dan guru memiliki motivasi kerja tinggi maka kinerja guru juga akan mengalami peningkatan.

Kata Kunci: Sertifikasi, Iklim Kerja, Motivasi Kerja, dan Kinerja Guru.

ABSTRACT

THE INFLUENCE OF CERTIFICATION, WORKING CLIMATE, AND WORKING MOTIVATION ON THE PERFORMANCE OF PRIMARY SCHOOL TEACHERS IN DISTRICT SOUTH LAMPUNG

By

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The problem in this research is the performance of teachers. The purpose of this study was to determine, and analyze the influence of certification, working climate, and working motivation on the performance of teachers in primary schools in South Lampung regency either partially or simultaneously.

This research is a quantitative approach using associative type, by taking a sample of 46 primary school teachers were in South Lampung regency. Data were collected using questionnaire. Data analysed using path analysis, and hypothesis testing.

The results indicate that certification has direct influence on the performance of teachers in primary schools in South Lampung regency. This means that if the certification program is implemented in schools, teacher's performance will increase. Working climate directly affects the performance of teachers in primary schools in South Lampung regency. This means that if the working climate environment is createated to be conducive, performance of teachers in schools will increase. Working motivation directly influences the performance of teachers in primary schools in South Lampung regency. This means that if a teacher has a high working motivation, the teacher's performance will increase. Certification, working climate, and working motivation simultaneously have significant impact on the performance of teachers in primary schools of South Lampung Regency. This means that if the certification program is implemented properly, working climate environment is createated to be conducive, and teachers have a high working motivation, the performance of teachers will increase.

Keywords: Certification, Working Climate, Working Motivation, and
Teacher Performance.