

ABSTRAK

Yenny Delvina, 2020422024, Pascasarjana Magister Manajemen, Tahun 2022, Pengaruh Supervisi Kepala Sekolah Dan Motivasi Terhadap Kinerja Guru SD Negeri Kecamatan Barangin Dengan Kompetensi Sebagai Variabel Mediasi di bawah bimbingan Bapak Dr. Yulasmi, SE, MM dan Ibu Dr. Lusiana, SE, MM.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Supervisi kepala sekolah, motivasi terhadap kinerja dengan kompetensi sebagai variabel mediasi. Variabel penelitian yaitu Supervisi kepala sekolah (X_1), motivasi (X_2), kompetensi (Z), dan Kinerja (Y). Metode pengumpulan data melalui survei dan mengedarkan kuesioner. Metode analisis yang digunakan adalah SEM-PLS, maka berdasarkan uji hipotesis diperoleh: 1. Supervisi kepala sekolah berpengaruh positif dan tidak signifikan terhadap Kompetensi pada guru SD Negeri Kecamatan Barangin, 2. Motivasi berpengaruh positif dan signifikan terhadap Kompetensi pada guru SD Negeri Kecamatan Barangin, 3. Supervisi kepala sekolah berpengaruh positif dan signifikan terhadap Kinerja Guru pada guru SD Negeri Kecamatan Barangin, 4. Motivasi berpengaruh positif dan tidak signifikan terhadap Kinerja Guru pada guru SD Negeri Kecamatan Barangin, 5. Kompetensi berpengaruh positif dan signifikan terhadap Kinerja Guru pada guru SD Negeri Kecamatan Barangin, 6. Kompetensi tidak memediasi supervisi kepala sekolah terhadap kinerja guru SD Negeri Kecamatan Barangin, 7. Kompetensi memediasi motivasi terhadap kinerja guru SD Negeri Kecamatan Barangin

Akhirnya penulis menyarankan agar pihak SD Negeri Kecamatan Barangin dapat memperhatikan pertama, kepala sekolah di SD Negeri Kecamatan Barangin dapat memperbaiki terlebih dahulu supervisi kepala sekolah baik pada hal menciptakan situasi kelas yang nyaman, memaksimalkan proses pembelajaran dan menumbuhkan siswa yang aktif, kreatif dan kritis. Kedua, kepala Sekolah pada SD Negeri Kecamatan Barangin agar meningkatkan tingkat disiplin lagi agar dapat meningkatkan kinerja para guru

Kata Kunci : Supervisi Kepala Sekolah, Motivasi, Kompetensi, Kinerja

ABSTRACT

Yenny Delvina, 2020422024,, Postgraduate Master of Management, 2022, The Effect of Principal Supervision and Motivation on Teacher Performance at State Elementary School in Barangin District with Competence as a Mediating Variable under the guidance of Mr. Dr.Yulasmi, SE, MM and Mrs. Dr. Lusiana, SE, MM.

This study aims to determine how much influence the principal's supervision, motivation on performance with competence as a Mediating variable. The research variables are principal supervision (X1), motivation (X2), competence (Z), and performance (Y). The Methods of collecting data through surveys and distributing questionnaires. The analytical method used is SEM-PLS, then based on hypothesis testing, it is obtained: 1. Principal supervision has a positive and insignificant effect on Competence to Elementary School teachers in Barangin District, 2. Motivation has a positive and significant effect on Competence to Elementary School teachers in Barangin District, 3. Principal supervision has a positive and significant effect on teachers performance at elementary school in Barangin District, 4. motivation has a positive and insignificant effect on teachers performance at elementary school in Barangin District, 5. Competence has a positive and significant impact on teachers performance at elementary school in Barangin district, 6. Competence does not mediate supervision principal's on the performance of elementary school teachers in Barangin District, 7. Competence has to mediate motivation on teachers performance in Elementary Schools at Barangin District

Finally, the authors suggest that Elementary School at Barangin District can pay attention to, first, the principal of Elementary School at Barangin District can improve the principal's supervision both in terms of creating a comfortable classroom situation, maximizing the learning process and growing active, creative and critical students. Second, the principal of Elementary School at Barangin District to increase the level of discipline again in order to improve the teachers performance to be better than before

Keywords: *Principal Supervision, Motivation, Competence, Performance*