

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui Analisis Aspek Sumber Daya Manusia Terhadap Kinerja Guru dengan Kepemimpinan Sebagai Variabel Moderating pada Sekolah Dasar Islam Terpadu (SDIT) Cahaya Hati Pauh Kamar. Metode yang digunakan adalah analisis regresi linier berganda dan analisis jalur, dengan mengedarkan kuesioner sebanyak 64 responden.

Hasil diperoleh bahwa terdapat pengaruh positif dan signifikan kompetensi terhadap kinerja guru pada SDIT (Sekolah Dasar Islam Terpadu) Cahaya Hati Pauh kamar Kec Nan Sabaris Kabupaten Padang Pariaman, Sumatera Barat. Terdapat pengaruh positif dan signifikan motivasi terhadap kinerja guru pada SDIT (Sekolah Dasar Islam Terpadu) Cahaya Hati Pauh kamar Kec Nan Sabaris Kabupaten Padang Pariaman, Sumatera Barat. Kepemimpinan tidak memoderasi pengaruh kompetensi terhadap kinerja guru pada SDIT (Sekolah Dasar Islam Terpadu) Cahaya Hati Pauh kamar Kec Nan Sabaris Kabupaten Padang Pariaman, Sumatera Barat. Kepemimpinan tidak memoderasi pengaruh motivasi terhadap kinerja guru pada SDIT (Sekolah Dasar Islam Terpadu) Cahaya Hati Pauh kamar Kec Nan Sabaris Kabupaten Padang Pariaman, Sumatera Barat.

Akhirnya penulis menyarankan kepada SDIT (Sekolah Dasar Islam Terpadu) Cahaya Hati Pauh kamar Kec Nan Sabaris Kabupaten Padang Pariaman, Sumatera Barat untuk lebih meningkatkan kompetensi, motivasi dan kepemimpinan sehingga kinerja guru dapat meningkat.

**Kata Kunci : Kompetensi, Motivasi, Kepemimpinan dan Kinerja Guru**

## **ABSTRACT**

*This study aims to determine the Analysis of Human Resources Aspects on Teacher Performance with Leadership as a Moderating Variable at the Integrated Islamic Elementary School (SDIT) Cahaya Hati Pauh Kamar. The method used is multiple linear regression analysis and path analysis, by distributing a questionnaire of 64 respondents.*

*The results showed that there was a positive and significant effect of competence on teacher performance at SDIT (Integrated Islamic Elementary School) Cahaya Hati Pauhkambar, Nan Sabaris District, Padang Pariaman Regency, West Sumatra. There is a positive and significant effect of motivation on teacher performance at SDIT (Integrated Islamic Elementary School) Cahaya Hati Pauhkambar, Nan Sabaris District, Padang Pariaman Regency, West Sumatra. Leadership does not moderate the effect of competence on teacher performance at SDIT (Integrated Islamic Elementary School) Cahaya Hati Pauhkambar, Nan Sabaris District, Padang Pariaman Regency, West Sumatra. Leadership does not moderate the influence of motivation on teacher performance at SDIT (Integrated Islamic Elementary School) Cahaya Hati Pauhkambar, Nan Sabaris District, Padang Pariaman Regency, West Sumatra.*

*Finally, the author suggests to SDIT (Integrated Islamic Elementary School) Cahaya Hati Pauhkambar Nan Sabari District, Padang Pariaman Regency, West Sumatra to further improve competence, motivation and leadership so that teacher performance can increase.*

***Keywords: Competence, Motivation, Leadership and Teacher Performance***