ABSTRAK

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Analisis supervisi kepala sekolah, lingkungan kerja dan kompensasi terhadap kinerja guru man 1 padang dibawah bimbingan Bapak Dr. Yulasmi, SE, MM Dan Ibuk Nila Pratiwi, SHI, MA

Hasil penelitian yang diperoleh hasil (1) konstanta sebesar 17.127 artinya apabila Supervisi Kepala Sekolah, Lingkungan Kerja dan Kompensasi tidak ada maka Kinerja Guru tetap sebesar 17.127. (2) koefisien Supervisi Kepala Sekolah 0,211 artinya apabila Supervisi Kepala Sekolah ditingkatkan sebesar satu satuan, dengan asumsi Lingkungan Kerja dan Kompensasi diabaikan, maka akan meningkatkan Kinerja Guru sebesar 0,211, Supervisi Kepala Sekolah berpengaruh positif dan signifikan terhadap Kinerja Guru. (3) koefisien Lingkungan Kerja 0,176 artinya apabila Lingkungan Kerja ditingkatkan sebesar satu satuan, dengan asumsi Supervisi Kepala Sekolah dan Kompensasi diabaikan, maka akan meningkatkan Kinerja Guru 0,176, Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Guru. (4) koefisien Kompensasi 0,262 artinya apabila Kompensasi ditingkatkan sebesar satu satuan, dengan asumsi Supervisi Kepala Sekolah dan Lingkungan Kerja diabaikan, maka akan meningkatkan Kinerja Guru sebesar 0,262, Kompensasi berpengaruh positif dan signifikan terhadap Kinerja Guru. (5) Supervisi Kepala Sekolah, Lingkungan Kerja dan Kompensasi secara bersama-sama berpengaruh positif dan signifikan terhadap Kinerja Guru.

Akhirnya peneliti menyarankan kepada pihak sekolah untuk meningkatkan Kinerja Guru dengan cara meningkatkan Supervisi Kepala Sekolah, Lingkungan Kerja dan Kompensasi saat ini.

Kata kunci : Supervisi Kepala Sekolah, Lingkingan Kerja Dan Kompensasi

ABSTRACT

Irma , BP Number: 14101155310020, Management 2021,
Influence of Principal Supervision, Work Environment and Compensation on teacher performance at MAN 1 Padang under the guidance of bapak dr. Yulasmi, SE, MM and Ibuk Nila Pratiwi, SE, MM.

This study aims to determine how much Influence of Principal Supervision, Work Environment and Compensation on teacher performance at MAN 1 Padang. The analytical method used correlation and regression analysis. Methods of data collection in this research is by using a questionnaire.

The results obtained by the results of (1) constants amounting to 17.127 meaning if the supervision of the principal, work environment and compensation does not exist, the teacher's performance remains at 17.127. (2) the principal's supervision coefficient of 0.211 means that if the supervision of the principal is increased by one unit, assuming the work environment and compensation are ignored, it will increase teacher performance by 0.211, supervision of the principal has a positive and significant effect on teacher performance. (3) the working environment coefficient of 0.176 means that if the work environment is increased by one unit, assuming the supervision of the principal and compensation are ignored, it will increase teacher performance 0.176, the work environment has a positive and significant effect on teacher performance. (4) compensation coefficient 0.262 means that if compensation is increased by one unit, assuming supervision of the principal and work environment is ignored, it will increase teacher performance by 0.262, compensation has a positive and significant effect on teacher performance. (5) supervision of principals, work environment and compensation together have a positive and significant effect on teacher performance.

Finally the researcher suggested to the school to improve Teacher Performance by increasing the Principal Supervision, Work Environment and Compensation at this time.

Keywords: Principal Supervision, Work Environment And Compensation