

ABSTRAK

Penelitian ini bertujuan untuk pengaruh Pengaruh Kompetensi Dan Karakteristik Personal Terhadap Kinerja Guru Melalui Profesionalisme Sebagai Variabel Intervening (Study Kasus Pada Guru SMP Negeri Se-Wilayah Tengah Di Kab. Jember).

Populasi dalam penelitian ini yaitu seluruh Guru SMP Negeri di Wilayah Tengah Kabupaten Jember yang berjumlah 698 orang dengan jumlah sampel terkumpul dihitung menggunakan metode Slovin sebanyak 254 guru, dan dipilih menggunakan *simple random sampling*. Data yang dikumpulkan menggunakan data primer dengan metode penyebaran kuesioner. Sebelum analisis data dilakukan, terlebih dahulu diadakan pengujian prasyarat analisis yang meliputi uji reliabilitas dan validitas. Metode analisis data yang digunakan menggunakan SEM.

Hasil penelitian menunjukkan bahwa di pada guru SMP Negeri Wilayah Tengah Kabupaten Jember terdapat : (1) pengaruh positif dan signifikan variabel Kompetensi terhadap Profesionalisme, (2) pengaruh positif dan signifikan variabel Karakteristik Personal terhadap Profesionalisme, (3) pengaruh positif dan signifikan variabel Kompetensi terhadap Kinerja, (4) pengaruh positif dan signifikan variabel Karakteristik Personal terhadap Kinerja, (5) pengaruh positif dan signifikan variabel Profesionalisme terhadap Kinerja, (6) pengaruh positif dan signifikan variabel Kompetensi terhadap Kinerja melalui Profesionalisme dan (7) pengaruh positif dan signifikan variabel Karakteristik Personal terhadap Kinerja melalui Profesionalisme.

Kata kunci : Kompetensi, Karakteristik Personal, Profesionalisme, Kinerja.

ABSTRACT

This research aims to determine the influence of competency and personal characteristics on teacher performance through professionalism as an intervening variable (case study of state junior high school teachers throughout the Central Region in Jember Regency).

The population in this research is all State Middle School Teachers in the Central Region of Jember Regency, totaling 698 people with the total sample collected calculated using the Slovin method as many as 254 teachers, and selected using simple random sampling. Data collected used primary data using the questionnaire distribution method. Before data analysis is carried out, analysis prerequisite tests are first carried out which include reliability and validity tests. The data analysis method used is SEM.

The results of the research show that among State Middle School teachers in the Central Region of Jember Regency there are: (1) a positive and significant influence of the Competency variable on Professionalism, (2) a positive and significant influence of the Personal Characteristics variable on Professionalism, (3) a positive and significant influence of the Competency variable on Performance, (4) positive and significant influence of the Personal Characteristics variable on Performance, (5) positive and significant influence of the Professionalism variable on Performance, (6) positive and significant influence of the Competency variable on Performance through Professionalism and (7) positive and significant influence of the Characteristics variable Personal to Performance through Professionalism.

Keywords: Competence, Personal Characteristics, Professionalism, Performance.