

RINGKASAN

Penelitian ini merupakan penelitian eksplanatori kuantitatif dengan metode survey. Penelitian ini bertujuan menganalisis (1) pengaruh kepemimpinan kepala sekolah terhadap kinerja guru (2) pengaruh kompetensi profesional terhadap kinerja guru (3) pengaruh iklim kerja sekolah terhadap kinerja guru (4) pengaruh kepemimpinan kepala sekolah terhadap kinerja guru dimoderasi oleh iklim kerja sekolah (5) pengaruh kompetensi profesional terhadap kinerja guru dimoderasi oleh iklim kerja sekolah.

Populasi pada penelitian ini adalah seluruh guru MAN 1 Banyumas yang berjumlah 62 guru. Metode yang digunakan adalah Analisis Regresi Linier Berganda, Regresi Moderasi, Koefisien Determinasi, Uji F dan Uji t.

Berdasarkan penelitian dan analisis data menunjukan bahwa: (1) kepemimpinan kepala sekolah berpengaruh positif terhadap kinerja guru. (2) kompetensi profesional berpengaruh positif terhadap kinerja guru. (3) iklim kerja sekolah berpengaruh positif terhadap kinerja guru. (4) iklim kerja sekolah memoderasi kepemimpinan kepala sekolah terhadap kinerja guru. (5) iklim kerja sekolah memoderasi kompetensi profesional terhadap kinerja guru.

Kata kunci: Kepemimpinan Kepala Sekolah, Kompetensi Profesional, Kinerja Guru, Iklim Kerja Sekolah

SUMMARY

This research is a quantitative explanatory survey method. This study aims to analyze (1) the influence of principal leadership on teacher performance (2) the effect of professional competence on teacher performance (3) the influence of school work climate on teacher performance (4) the influence of school leadership on teacher performance moderated by the school work climate (5) the influence of professional competence on teacher performance is moderated by the school work climate.

The population in this study were all teachers of MAN 1 Banyumas, totaling 62 teachers. The method used is Multiple Linear Regression Analysis, Moderated Regression, Coefficient of Determination, F test and t test.

Based on research and data analysis, it shows that: (1) principal leadership has a positive effect on teacher performance. (2) professional competence has a positive effect on teacher performance. (3) the school work climate has a positive effect on teacher performance. (4) the school work climate moderate the principal's leadership on teacher performance. (5) school work climate moderate professional competence on teacher performance.

Keywords: Principal Leadership, Professional Competence, Teacher Performance, School Work Climate