

## ABSTRAKSI

Penelitian ini bertujuan untuk mendiskripsikan dan menganalisis keterkaitan pengaruh kreatifitas guru terhadap kinerja guru dengan *work it self*, perilaku inovatif dan kompetensi profesional sebagai variabel intervening. Berdasarkan penyebaran kuesioner kepada seluruh guru Madrasah di Semarang Timur yang bersertifikasi sebesar 97, maka diperoleh jumlah sampel sebesar 88 responden. Alat analisisnya adalah path analysis, dimana sebelumnya dilakukan uji validitas dan reliabilitas serta uji asumsi klasik.

Hasil pengujian menunjukkan bahwa kreatifitas guru mempunyai pengaruh positif terhadap *work it self*, perilaku inovatif dan kompetensi profesional. Hasil pengujian secara langsung juga menunjukkan kreatifitas guru, *work it self*, perilaku inovatif dan kompetensi profesional berpengaruh positif signifikan terhadap kinerja guru. *Work it self* dan perilaku inovatif juga mampu menjadi variabel intervening antara kreatifitas guru terhadap kinerja guru. Kompetensi profesional mampu menjadi variabel intervening antara kreatifitas guru terhadap kinerja guru, artinya bahwa semakin tinggi kemampuan guru dalam melahirkan gagasan baru dalam proses belajar mengajar maka kompetensi atau kecakapan profesionalitas guru akan meningkat sehingga berdampak pada pencapaian kinerja guru secara maksimal.

**Kata Kunci :** Kreatifitas guru, *work it self*, perilaku inovatif, kompetensi profesional dan kinerja guru

## ABSTRACT

This study aims to describe and analyze the relationship between the influence of teacher creativity on teacher performance by work it self, innovative behavior and professional competence as an intervening variable. Based on the distribution of questionnaires to all Madrasah teachers in East Semarang who were certified by 97, a sample of 88 respondents was obtained. The analytical tool is path analysis, where previously validity and reliability tests and classical assumptions were tested.

The test results show that teacher creativity has a positive influence on work it self, innovative behavior and professional competence. The test results directly also show teacher creativity, work it self, innovative behavior and professional competence have a significant positive effect on teacher performance. Work it self and innovative behavior are also capable of being an intervening variable between teacher creativity and teacher performance. Professional competence is able to be an intervening variable between teacher creativity and teacher performance, meaning that the higher the teacher's ability to produce new ideas in the teaching and learning process, the competence or professionalism skills of teachers will increase so that it has an impact on achieving maximum teacher performance.

Keywords: teacher creativity, work it self, innovative behavior, professional competence and teacher performance