

ABSTRAKSI

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh kreativitas dan kompetensi profesional terhadap kinerja guru dengan motivasi intrinsik sebagai variabel intervening pada SDN Gugus Moch. Syafe'i Kecamatan Semarang Selatan. Populasinya adalah keseluruhan guru di SDN Gugus Moch. Syafi'i Kecamatan Semarang Selatan sebesar 90 guru, sehingga penelitian ini merupakan penelitian sensus. Berdasarkan hasil penyebaran kuesioner diperoleh jumlah responden sebanyak 77 orang. Alat analisis yang digunakan adalah path analisis, dimana sebelumnya dilakukan uji validitas dan reliabilitas serta uji asumsi klasik.

Hasil penelitian menunjukkan bahwa kreatifitas guru dan kompetensi profesional berpengaruh positif dan signifikan terhadap motivasi intrinsik. Kreatifitas guru, kompetensi profesional dan motivasi intrinsik juga berpengaruh positif dan signifikan terhadap kinerja guru. Hasil penelitian menunjukkan bahwa motivasi intrinsik mampu menjadi variabel intervening antara kreatifitas guru terhadap kinerja guru. Motivasi intrinsik juga mampu menjadi variabel intervening antara kompetensi profesional terhadap kinerja guru, artinya semakin tinggi kompetensi profesional, maka tingkat kemampuan atau kecakapan guru akan semakin tinggi, sehingga akan mendorong motivasi dalam diri guru dalam pencapaian kinerjanya secara maksimal dalam proses belajar mengajar.

Kata kunci : Kreatifitas guru, kompetensi profesional, motivasi intrinsik dan kinerja gur

ABSTRACT

This study aims to determine and analyze the influence of creativity and professional competence on teacher performance with intrinsic motivation as an intervening variable in Gugus Moch. Syafe'i District of South Semarang. The population is the entire teacher at Gugus Moch. Syafi'i, South Semarang Subdistrict, is 90 teachers, so this research is a census study. Based on the results of questionnaires, there were 77 respondents. The analytical tool used is path analysis, where previously validity and reliability tests and classical assumptions were tested.

The results show that teacher creativity and professional competence have a positive and significant effect on intrinsic motivation. Teacher creativity, professional competence and intrinsic motivation also have a positive and significant effect on teacher performance. The results showed that intrinsic motivation was able to become an intervening variable between teacher creativity and teacher performance. Intrinsic motivation can also be an intervening variable between professional competence and teacher performance, meaning that the higher the professional competence, the higher the level of ability or ability of the teacher, so that it will motivate teachers in achieving maximum performance in the teaching and learning process.

Keywords: Teacher creativity, professional competence, intrinsic motivation and teacher performance.