ABSTRAKSI

Penelitian ini bertujuan untuk mendeskripsikan dan menganalisis pengaruh motivasi intrinsik dan *learning orientation* terhadap kinerja guru dengan pola kerja cerdas sebagai variabel intervening di SMP Islam Al Kautsar Semarang. Populasinya adalah keseluruhan guru SMP Islam Al Kautsar Semarang yaitu sebesar 103 orang. Berdasarkan hasil penyebaran kuesioner diperoleh jumlah sampel sebesar 94 responden. Alat analisisnya adalah path analisis, dimana sebelumnya dilakukan uji validitas dan reliabilitas serta uji asumsi klasik.

Hasil pengujian menunjukkan bahwa motivasi intrinsik dan *learning orientation* mampu memberikan dampak yang lebih efektif dalam meningkatkan pola kerja cerdas para guru. Motivasi intrinsik, learning orientation dan pola kerja cerdas mampu memberikan kontribusi positif dalam meningkatkan kinerja inovasi guru. Pola kerja cerdas mampu menjadi variabel intervening antara motivasi intrinsik terhadap kinerja inovasi guru. Pola kerja cerdas mampu menjadi variabel intervening antara *learning orientation* terhadap kinerja inovasi guru, artinya semakin para guru mampu menyesuaikan diri antara sistem dengan lingkungan kerjanya, maka akan meningkatkan perilaku para guru dalam mengembangkan pengetahuan secara cerdas sehingga akan berdampak pada pencapaian kinerja inovasi guru.

Kata Kunci :   Motivasi intrinsik, learning orientation, pola kerja cerdas dan kinerja inovasi guru.

ABSTRACT

This study aims to describe and analyze the effect of intrinsic motivation and learning orientation on teacher performance with intelligent work patterns as an intervening variable in Al Kautsar Islamic Middle School Semarang. The population is the whole Al Kautsar Islamic Middle School Semarang teacher, which is 103 people. Based on the results of the distribution of questionnaires obtained a sample size of 94 respondents. The analysis tool is the path of analysis, which was previously tested for validity and reliability as well as the classic assumption test.

The test results show that intrinsic motivation and learning orientation can provide a more effective impact in improving the intelligent work patterns of teachers. Intrinsic motivation, learning orientation and intelligent work patterns are able to make a positive contribution in improving teacher innovation performance. Smart work patterns can be an intervening variable between intrinsic motivation on teacher innovation performance. Smart work patterns can be an intervening variable between learning orientation on teacher innovation performance, meaning that the more teachers are able to adjust to the system with their work environment, it will improve the behavior of teachers in developing knowledge intelligently so that it will have an impact on the achievement of teacher innovation performance.

Keywords: intrinsic motivation, learning orientation, smart work patterns and teacher innovation performance