

ABSTRAK

Lana Istianah. Pengaruh Kreativitas Guru Dan Profesionalisme Guru Terhadap Kinerja Guru PAI di Madrasah Ibtidaiyah Se-Kecamatan Nalumsari Kabupaten Jepara
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Pelaksanaan program pendidikan agama Islam di berbagai sekolah di Indonesia, keberadaannya belum berjalan seperti yang diharapkan, karena berbagai kendala dalam bidang kemampuan pelaksanaan metode, sarana fisik dan non fisik, disamping suasana lingkungan pendidikan yang kurang menunjang suksesnya pendidikan mental-spiritual dan moral (Abdul Rouf, 2015: 187). Masih banyak guru yang kurang kreatif dalam memberikan pembelajaran, serta kurangnya profesionalisme guru juga menjadi faktor yang berdampak pada kinerja guru. Penelitian bertujuan untuk menguji dan menganalisis pengaruh kreativitas guru dan profesionalisme guru terhadap kinerja guru Madrasah Ibtidaiyah di Kecamatan Nalumsari Kabupaten Jepara.

Penelitian merupakan penelitian explanatory. Subjek penelitian adalah guru Pendidikan Agama Islam (PAI) Madrasah Ibtidaiyah (MI) di Kecamatan Nalumsari Kabupaten Jepara. Teknik pengambilan sampel menggunakan teknik sensus dengan jumlah sampel 38 responden. Pengumpulan data dilakukan menggunakan kuesioner. Kuesioner kreativitas guru disusun dari indikator: 1) merencanakan proses dan akhir hasil belajar, 2) membuat alat bantu belajar, 3) mengelola kelas dan sumber belajar, dan 4) mengembangkan kegiatan yang menarik dan beragam (Asnani, 2011). Kuesioner profesionalisme guru disusun dari indikator 1) berilmu dan berpengetahuan luas, 2) berlaku adil, 3) mampu merencanakan dan melaksanakan evaluasi pendidikan, dan 4) menguasai bidang yang ditekuni (Luneto, 2015). Kuesioner kinerja guru disusun dari indikator 1) kinerja dalam perencanaan pembelajaran, 2) kinerja dalam pelaksanaan pembelajaran, 3) kinerja dalam penilaian pembelajaran, dan 4) kinerja dalam pengembangan profesi (Khodijah, 2013). Teknik analisis data menggunakan Analisis Regresi Berganda.

Hasil pengujian hipotesis pertama, didapatkan koefisien kreativitas guru (X1) sebesar 0,316 dengan nilai t hitung 2,647 ($p=0,012$). Artinya, kreativitas guru (X1) secara parsial berpengaruh positif dan signifikan terhadap kinerja guru (Y). Pada pengujian hipotesis kedua, didapatkan profesionalisme guru (X2) sebesar 0,558 dengan nilai t hitung 4,879 ($p=0,000$). Artinya, profesionalisme guru (X2) secara parsial berpengaruh positif dan signifikan terhadap kinerja guru (Y). Hasil pengujian hipotesis ketiga didapatkan F hitung 28,991 ($p=0,000$). Artinya, kreativitas guru dan profesionalisme guru secara simultan berpengaruh terhadap kinerja guru. Kesimpulan penelitian yaitu kreativitas guru dan profesionalisme guru secara parsial maupun simultan berpengaruh terhadap kinerja guru. Saran yang dapat diberikan yaitu guru hendaknya berupaya mencari alat bantu belajar untuk menarik minat belajar siswa. Pendidikan dan pelatihan perlu diadakan secara berkala untuk meningkatkan profesionalisme guru.

Kata kunci: kreativitas guru, profesionalisme guru, kinerja guru.

ABSTRACT

Lana Istianah. Effect of Creativity Teacher and Professionalism Teacher toward PAI Teacher Performance in the District Elementary School in Nalumsari Jepara Regency. Masters Program in Islamic Education at Islamic University of Sultan Agung in Semarang. 2017.

Implementation of the program of Islamic education in various schools in Indonesia, its existence has not gone as expected, due to various constraints in the field the ability of implementation of the method, a means of physical and non-physical, in addition to the atmosphere of an educational environment that is less support the success of education of mental-spiritual and moral (Abdul Rouf , 2015: 187). There are still many teachers who are less creative in providing learning, as well as the lack of professionalism of teachers are also factors that impact on teacher performance. The study aims to examine and analyze the influence of teacher creativity and professionalism toward teacher performance in Nalumsari Islamic Elementary School in the district of Jepara regency.

The research is explanatory research. Subjects were teachers of Islamic Religious Education in Elementary School in Nalumsari, Jepara regency. Sampling technique using census with a sample of 38 respondents. Data is collected using a questionnaire. Teacher's creativity questionnaire composed of indicators: 1) planning process and the end result of learning, 2) create tools to learn, 3) managing the classroom and learning resources, and 4) developing an interesting and diverse activities (Asnani, 2011). The questionnaire was composed of indicators of teacher professionalism 1) knowledgeable and knowledgeable, 2) to be fair, 3) are able to plan and carry out the evaluation of education, and 4) control of the occupied areas (Luneto, 2015). The questionnaire was composed of teacher performance indikator 1) performance in lesson planning, 2) performance in the implementation of learning, 3) performance in the assessment of learning, and 4) performance in professional development (Khodijah, 2013) Data were analyzed using multiple regression analysis.

Results of testing the first hypothesis, the coefficient obtained creativity of teachers (X1) of 0,316 to 2,647 t value ($p = 0.012$). That is, the creativity of teachers (X1) partially positive and significant impact on teacher performance (Y). In the second hypothesis testing, obtained the teachers professionalism (X2) is 0.558 with t value 4.879 ($p = 0.000$). That is, the professionalism of teachers (X2) partially positive and significant impact on teacher performance (Y). The third hypothesis testing results obtained F count 28.991 ($p = 0.000$). That is, the teacher's creativity and professionalism simultaneously affect the teachers performance. Based on the results of the study it can be concluded that the teacher's creativity and professionalism partially and simultaneously influence the performance of teachers. Advice can be given that the teacher should seek a learning tool to attract student interest. Education and training need to be held regularly to enhance the professionalism of teachers.

Keywords: teachers creativity, teacher professionalism, teacher performance.