

ABSTRAK

Muhammad Rasyid Attamimi. 1602530108. *Pengaruh KOMITMEN GURU, LINGKUNGAN Kerja, dan Kompensasi Terhadap Kinerja Guru Madrasah Aliyah Negeri (MAN) Se-Kota Banjarmasin.* Tesis. Pembimbing (I) Dr. Hj. Sessi Rewetty Rivilla, M.M.Pd, Pembimbing (II) Dr. H. Ahmad Salabi, S.Ag, M.Pd. Pascasarjana Universitas Islam Negeri Banjarmasin, Program Studi Manajemen Pendidikan Islam, 2020.

Kata Kunci: KOMITMEN GURU, LINGKUNGAN Kerja, Kompensasi, Kinerja.

Kinerja guru merupakan masalah penting dalam proses pendidikan, karena sangat menentukan tinggi rendahnya kualitas pendidikan. Selain itu, guru merupakan sosok yang paling sering berinteraksi dengan siswa pada saat proses pembelajaran. Kualitas kinerja guru sangat dipengaruhi oleh beberapa faktor, diantaranya KOMITMEN GURU, LINGKUNGAN kerja, dan kompensasi. Penelitian ini bertujuan untuk menganalisis: (1) pengaruh Komitmen terhadap Kinerja Guru; (2) pengaruh Lingkungan Kerja terhadap Kinerja Guru; (3) pengaruh Kompensasi terhadap Kinerja Guru; dan (4) pengaruh KOMITMEN GURU, LINGKUNGAN Kerja, dan Kompensasi terhadap Kinerja Guru.

Populasi dalam penelitian ini adalah seluruh Guru yang merupakan Aparatur Sipil Negara (ASN) bersertifikat pendidik yang bertugas di Madrasah Aliyah Negeri (MAN) Se-Kota Banjarmasin. Sampel yang digunakan dalam penelitian ini adalah seluruh populasi yaitu sebanyak 108 orang guru. Pendekatan yang digunakan bersifat kuantitatif, yaitu menyampaikan fakta secara diskripsi dan statistik untuk menggambarkan hubungan langsung antar variable. Desain pengukuran dilakukan melalui angket yang disusun berdasarkan kisi-kisi teoritik dalam bentuk *skala likert`s*. Uji Validitas menggunakan SPSS 25 (*Statistical Package for Social Science*) for windows. Untuk mendapatkan validitas konstruk analisisnya menggunakan dasar penerimaan Cronbach antara 0,30 sampai 0,50. Sedangkan Uji Reliabilitas berpedoman pada nilai Cronbach Alpha > 0,60.

Hasil penelitian menunjukkan bahwa: (1) ada pengaruh Komitmen dengan Kinerja Guru MAN di Kota Banjarmasin, dengan demikian semakin tinggi Komitmen maka akan tinggi pula Kinerja Guru MAN di Kota Banjarmasin; (2) ada pengaruh Lingkungan Kerja dengan Kinerja Guru MAN di Kota Banjarmasin, dengan demikian semakin baik Lingkungan Kerja maka semakin baik pula Kinerja Guru MAN di Kota Banjarmasin; (3) ada pengaruh Kompensasi dengan Kinerja Guru MAN di Kota Banjarmasin, dengan demikian semakin baik Kompensasi maka semakin baik pula Kinerja Guru MAN di Kota Banjarmasin, dan (4) ada pengaruh secara simultan antara KOMITMEN GURU, LINGKUNGAN Kerja, dan Kompensasi terhadap Kinerja Guru MAN di Kota Banjarmasin, dengan demikian semakin baik KOMITMEN GURU, LINGKUNGAN Kerja, dan Kompensasi maka akan semakin baik pula Kinerja Guru MAN di Kota Banjarmasin.

ABSTRACT

Muhammad Rasyid Attamimi. 1602530108. *The Influence of Commitment, Work Environment, and Compensation on Teacher Performance in Madrasah Aliyah Negeri (MAN) in Banjarmasin City*. Thesis. Advisor (I) Dr. Hj. Sessi Rewetty Rivilla, M.M.Pd, Advisor (II) Dr. H. Ahmad Salabi, S.Ag, M.Pd. Graduate School of the State Islamic University of Banjarmasin, Islamic Education Management Study Program, 2020.

Keywords: Commitment, Work Environment, Compensation, Performance.

Teacher performance is an important issue in the education process, because it greatly determines the level of education quality. In addition, the teacher is the person who most often interacts with students during the learning process. The quality of teacher performance is strongly influenced by several factors, including commitment, work environment, and compensation. This study aims to analyze: (1) the effect of commitment to teacher performance; (2) the influence of the work environment on teacher performance; (3) the effect of compensation on teacher performance; and (4) the influence of Commitment, Work Environment, and Compensation on Teacher Performance.

The population in this study were all teachers who were Certified Civil Servants (ASN) educators who served in Madrasah Aliyah Negeri (MAN) throughout the city of Banjarmasin. The sample used in this study was the entire population, as many as 108 teachers. The approach used is quantitative, namely conveying descriptive and statistical facts to describe the direct relationship between variables. The measurement design is carried out through a questionnaire arranged based on a theoretical grid in the form of a Likert's scale. Validity test using SPSS 25 (Statistical Package for Social Science) for windows. To obtain the construct validity, the analysis used a Cronbach acceptance base of 0.30 to 0.50. While the reliability test is guided by the Cronbach Alpha value > 0.60.

The results showed that: (1) there is an effect of commitment to the performance of MAN teachers in Banjarmasin, thus the higher the commitment, the higher the performance of MAN teachers in Banjarmasin City; (2) there is an influence of the Work Environment with the Performance of MAN Teachers in Banjarmasin City, thus the better the Work Environment, the better the Performance of MAN Teachers in Banjarmasin City; (3) there is an effect of compensation with the performance of MAN teachers in the city of Banjarmasin, thus the better the compensation, the better the performance of MAN teachers in the city of Banjarmasin, and (4) there is a simultaneous influence between commitment, work environment, and compensation to the performance of MAN teachers. in Banjarmasin City, thus the better the Commitment, Work Environment, and Compensation, the better the Performance of MAN Teachers in Banjarmasin City.