

ABSTRAK

Saifurrahman, *Pengaruh Supervisi Pengawas Madrasah dan Motivasi Berprestasi Guru Terhadap Kinerja Guru Madrasah Aliyah Di Kabupaten Barito Kuala,* di bawah bimbingan (I)Prof Dr.H.Ahmad fahmi Arif dan Pembimbing (II) Dr. Hj. Salamah, M, Pd. Pada Program Pascasarjana Program Pendidikan Agama Islam Konsentrasi Supervisi Pendidikan UIN Antasari Banjarmasin, 2017

Kata Kunci: Supervisi Pengawas, Motivasi Berprestasi, Kinerja Guru.

Penelitian ini bertujuan: (1) Untuk mendiskripsikan pengaruh supervisi pengawas madrasah terhadap kinerja guru (2) Untuk mendiskripsikan pengaruh motivasi berprestasi guru terhadap kinerja guru, (3) untuk mendiskripsikan pengaruh supervisi pengawas madrasah dan motivasi berprestasi guru secara bersama-sama terhadap kinerja guru MAN se kabupaten Barito Kuala.

Jenis penelitian yang digunakan adalah penelitian lapangan (*field research*). Populasi seluruhnya 133 orang yang terdiri dari guru PNS sebanyak 77 orang dan 56 orang guru non PNS MAN di Kabupaten Barito Kuala. Penetapan sampel secara keseluruhan dengan acak (*random sampling*) dengan jumlah sampel seluruhnya sebesar 97 orang. Dan pengukuran yang digunakan *Skala Likert*. Teknik pengumpulan data yang digunakan adalah kuesioner/ angket, wawancara dan dekomenter. Kuesioner yang digunakan sebanyak 3 (tiga) buah yaitu supervisi pengawas, motivasi berprestasi guru dan kinerja guru. Kuesioner telah diuji *validitas* dan *reliabilitas* menggunakan *regresi* dan *koefisien Alpha* dari Cronbach. Analisis dilakukan secara regresi dengan program SPSS 17,00

Selanjutnya berdasarkan hasil analisi menjelaskan bahwa terdapat pengaruh yang signifikan antara supervisi pengawas dengan kinerja guru dengan perolehan nilai t_{hit} sebesar 4,199, semakin baik pembinaan yang dilakukan pengawas maka semakin meningkat kinerja guru. Demikian juga terdapat pengaruh yang signifikan antara motivasi berprestasi terhadap kinerja guru dengan perolehan nilai t_{hit} sebesar 11,880, jadi semakin tinggi motivasi berprestasi guru semakin meningkat kinerja guru, Dan secara bersama antara supervisi pengawas madrasah dan motivasi berprestasi guru terdapat pengaruh yang signifikan terhadap kinerja guru Madrasah Aliyah Negeri di Kabupaten Barito Kuala dengan perolehan nilai t_{hit} sebesar 10,880 dan 2,700, dengan demikian pada akhirnya semakin baik supervisi pengawas madrasah dan motivasi berprestasi guru maka kinerja guru semakin meningkat..

ABSTRACT

Saifurrahman, The influence of Madrasah Supervision and Achievement of Teacher's Motivation To Madrasah Aliyah Teacher's Performance District of Barito Kuala, under the guidance of (I) Prof. Dr.H. Ahmad Fahmi Arif and Advisor (II) Dr. Hj. Salamah, M, Pd. At the Graduate Program of Islamic Education Program of Educational Supervision UIN Antasari Banjarmasin, 2017

Keywords: Madrasah Supervision, Achievement Motivation, Teacher's Performance.

The goal of this research is: (1) To describe the influence of supervision of madrasah supervisor on teacher's performance (2) To describe teacher's achievement motivation on teacher performance, (3) to describe the influence of supervision of madrasah supervisor and teacher's achievement motivation simultaneously on teacher's performance of MAN in district Barito Kuala.

The research uses field research with quantitative approach. The population of 133 people consisting of civil servant teachers as many as 77 people and 56 non-civil MAN in District Barito Kuala. Sample determination as a whole by random (random sampling) with the number of samples 97 people. And the measurement uses Likert Scale. Technical data uses are questionnaire, interview and dokumenter. Questionnaires used as much as 3 (three) pieces of supervisory supervisor, teacher achievement motivation and teacher's performance. Questionnaires have been tested for validity and reliability using product moment comments and results from Cronbach. The analysis was done regression with SPSS 17,00 program

The results of this research the analysis explains the significant influence between supervisory supervision with teacher performance with t hit as much as 4.199, the better the supervision of the supervisor then the teacher performance increases. Similarly, there is a significant influence between achievement motivation on teacher performance with achievement with t hit result 11,880, so the higher the achievement motivation of teachers increasing the performance of teachers, And jointly between the supervision of madrasah supervisors and achievement motivation of teachers there is a significant influence on the performance of Madrasah Aliyah Negeri Barito Kuala District with t hit result of 10,880 and 2,700, thus in the end the better supervision of madrasah supervisor and achievement motivation of teacher hopefully the performance of teacher progressively increases