

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Kompetensi Profesional guru, pengembangan karir dan komitmen kerja terhadap kinerja guru. Jenis Penelitian deskriptif kuantitatif. Subjek penelitian adalah semua guru Sekolah Islam Terpadu Nurul Ilmi Jambi, sebanyak 212 responden yang mengembalikan kuesioner 142 responden. Data dikumpulkan dengan menggunakan teknik kuesioner. Data dianalisis secara deskriptif dan kuantitatif menggunakan metode *Partial Least Square* (PLS). Hasil analisis menunjukkan bahwa kompetensi profesional guru, pengembangan karir dan komitmen kerja terhadap kinerja guru dan memiliki berpengaruh secara simultan terhadap kinerja guru pada studi Sekolah Islam Terpadu Nurul Nurul 'Ilmi Jambi. Kinerja guru di Sekolah Islam Terpadu Nurul ilmi Jambi termasuk kategori tinggi. Sementara itu hasil analisis data untuk kompetensi profesional guru mendapatkan hasil dengan kategori sedang, sedangkan penegembangan karir, mendapatkan hasil tinggi, serta komitmen guru sekolah Islam Terpadu mendapatkan hasil dengan katergori sedang.

Hasil uji statistik menunjukan bahwa kompetensi profesional guru, berpengaruh positif dan signifikan terhadap kinerja guru dengan nilai t -statistik 4,595. Hasil uji hipotesi pengembangan karir memiliki pengaruh yang signifikan terhadap kinerja guru. Dengan nilai t -statistik sebesar 2,317. komitmen kerja memiliki pengaruh yang positif dan signifikan terhadap kinerja guru dengan nilai t -statistik 5,028.

Kata Kunci: Kompetensi profesional guru, Pengembangan Karir, Komitmen Kerja dan Kinerja.

ABSTRACT

This study aims to determine the effect of teacher professional competence, career development and work commitment on teacher performance. This type of research is descriptive quantitative. The research subjects were all teachers of the Integrated Islamic School Nurul Ilmi Jambi, as many as 212 respondents who returned 142 respondents. Data were collected using a questionnaire technique. Data were analyzed descriptively and quantitatively using the Partial Least Square (PLS) method. The results of the analysis show that professional teacher competence, career development and commitment to teacher performance have a simultaneous effect on teacher performance in the study of the Nurul Nurul 'Ilmi Jambi Integrated Islamic School. Teacher performance at the Integrated Islamic School Nurul Ilmi Jambi is in the high category. Meanwhile, the results of data analysis for the competence of professional teachers get moderate results, while career development, get high results, and the commitment of Integrated Islamic school teachers get results in the medium category.

The results of statistical tests show that the competence of professional teachers has a positive and significant effect on the t-statistic value of 4,595. The results of the career development hypothesis test have a significant effect on teacher performance. With a t-statistic value of 2,317. work commitment has a positive and significant effect on teacher performance with a t-statistic of 5.028.

Keywords: teacher professional competence, career development, work commitment and performance.