

ABSTRAK

Anggraini, Liza (2025) **Pengaruh Kepemimpinan Instruksional, Literasi Digital Dan Kecerdasan Intelektual Guru Terhadap Kinerja Guru SMAN Di Kota Jambi**. Tesis Program Studi Magister Manajemen Pendidikan Universitas Jambi. Pembimbing I: Dr. Mohamad Muspawi, S.Pd.I., M.Pd.I. Pembimbing II: Dr. Dra. Hj. Aprilitzavivayarti, M.M.

Berdasarkan permasalahan yang terdapat di lapangan bahwa terdapat kinerja guru yang masih kurang yang ditunjukkan bahwa masih ada guru yang belum dapat meningkatkan kualitas hasil kerjanya dan masih ada guru yang kurang disiplin terhadap pekerjaannya, terdapat permasalahan bahwa kepala sekolah belum bisa mendorong guru dalam meningkatkan kompetensinya, terdapat permasalahan pada literasi digital guru bahwa masih ada guru yang belum menguasai teknologi dan juga fasilitas sekolah yang kurang mendukung. Penelitian ini bertujuan untuk mengetahui pengaruh dari Kepemimpinan Instruksional, Literasi Digital dan Kecerdasan Intelektual Guru Terhadap Kinerja Guru SMA Negeri Di Kota Jambi. Penelitian ini menggunakan pendekatan kuantitatif dengan desain penelitian *survey*. Objek dalam penelitian ini adalah *Kinerja Guru* dan subjek dalam penelitian ini adalah Guru SMA Negeri Di Kota Jambi. Teknik pengumpulan data yang digunakan yaitu menggunakan data primer berupa angket yang disebarakan kepada guru, sesuai sampel yang berjumlah 89 orang. Teknik pengumpulan data yang digunakan yaitu *total sampling*. Teknik analisis data yang digunakan adalah analisis regresi berganda. Hasil penelitian ini menunjukkan bahwa (1) Terdapat pengaruh yang signifikan antara Kepemimpinan Instruksional terhadap kinerja guru SMA Negeri Di Kota Jambi dengan nilai t_{hitung} lebih besar dari nilai t_{tabel} yaitu $22,634 > 2,371$ maka H_0 ditolak dan H_1 diterima. (2) Terdapat pengaruh yang signifikan antara Literasi Digital terhadap kinerja guru di SMA Negeri Di Kota Jambi dengan nilai t_{hitung} lebih besar dari nilai t_{tabel} yaitu $24,607 > 2,371$ maka H_0 ditolak dan H_1 diterima. (3) Terdapat pengaruh yang signifikan antara Kecerdasan Intelektual Guru terhadap kinerja guru di SMA Negeri Di Kota Jambi dengan nilai t_{hitung} lebih besar dari nilai t_{tabel} yaitu $25,044 > 2,371$ maka H_0 ditolak dan H_1 diterima. (4) Terdapat pengaruh yang signifikan secara *simultan* (bersama-sama) antara Kepemimpinan Instruksional, Literasi Digital dan Kecerdasan Intelektual Guru terhadap Kinerja Guru SMA Negeri Di Kota Jambi dengan nilai $F_{hitung} > F_{tabel}$ atau $5,397 > 2,71$ maka H_0 ditolak dan H_1 diterima. Hasil penelitian ini disarankan agar kepala sekolah hendaknya dapat memberikan dorongan kepada guru untuk dapat meningkatkan kompetensinya dengan mengikuti berbagai pelatihan dan dapat melengkapi fasilitas sekolah berbasis teknologi. Sehingga guru dapat meningkatkan motivasi kerja agar memiliki kinerja yang baik pula.

Kata Kunci: *Kepemimpinan Instruksional, Literasi Digital, Kecerdasan Intelektual Guru, Kinerja Guru.*

ABSTRACT

Anggraini, Liza (2025) *The Influence of Instructional Leadership, Digital Literacy and Teacher Intellectual Intelligence on the Performance of High School Teachers in Jambi City*. Thesis of the Master of Education Management Study Program, Jambi University. Supervisor I: Dr. Mohamad Muspawi, S.Pd.I., M.Pd.I. Supervisor II: Dr. Dra. Hj. Aprilitzavivayarti, M.M.

Based on the problems in the field, there is still a lack of teacher performance, which is indicated by the fact that there are still teachers who have not been able to improve the quality of their work and there are still teachers who are less disciplined in their work, there is a problem that the principal has not been able to encourage teachers to improve their competence, there is a problem with teacher digital literacy that there are still teachers who have not mastered technology and also school facilities that are less supportive. This study aims to determine the effect of Instructional Leadership, Digital Literacy and Teacher Intellectual Intelligence on the Performance of State High School Teachers in Jambi City. This study uses a quantitative approach with a survey research design. The object of this study is Teacher Performance and the subjects in this study are State High School Teachers in Jambi City. The data collection technique used is using primary data in the form of questionnaires distributed to teachers, according to a sample of 89 people. The data collection technique used is total sampling. The data analysis technique used is multiple regression analysis. The results of this study indicate that (1) There is a significant influence between Instructional Leadership on the performance of teachers at State Senior High Schools in Jambi City with a calculated t value greater than the t table value, namely $22.634 > 2.371$, so H_0 is rejected and H_1 is accepted. (2) There is a significant influence between Digital Literacy on teacher performance at State Senior High Schools in Jambi City with a calculated t value greater than the t table value, namely $24.607 > 2.371$, so H_0 is rejected and H_1 is accepted. (3) There is a significant influence between Teacher Intellectual Intelligence on teacher performance at State Senior High Schools in Jambi City with a calculated t value greater than the t table value, namely $25.044 > 2.371$, so H_0 is rejected and H_1 is accepted. (4) There is a significant influence simultaneously (together) between Instructional Leadership, Digital Literacy and Teacher Intellectual Intelligence on the Performance of State Senior High School Teachers in Jambi City with a value of $F_{\text{count}} > F_{\text{table}}$ or $5.397 > 2.71$, then H_0 is rejected and H_1 is accepted. The results of this study suggest that the principal should be able to provide encouragement to teachers to be able to improve their competence by participating in various training and can complete technology-based school facilities. So that teachers can increase work motivation in order to have good performance too.

Keyword: Instructional Leadership, Digital Literacy, Teacher Intellectual Intelligence, Teacher Performance.