

# ARTIKEL ILMIAH

TENTANG

KONTRIBUSI PENDIDIKAN DAN PELATIHAN (DIKLAT),  
MOTIVASI BERPRESTASI, DAN LINGKUNGAN  
KERJA TERHADAP KINERJA GURU  
MADRASAH IBTIDAIYAH NEGERI (MIN)  
DI KABUPATEN JEMBRANA

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PROGRAM STUDI ADMINISTRASI PENDIDIKAN  
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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui kontribusi variabel : (1) pendidikan dan pelatihan (DIKLAT) terhadap kinerja guru pada Madrasah Ibtidaiyah Negeri (MIN) di Kabupaten Jembrana, (2) motivasi berprestasi terhadap kinerja guru pada Madrasah Ibtidaiyah Negeri (MIN) di Kabupaten Jembrana, (3) lingkungan kerja terhadap kinerja guru pada Madrasah Ibtidaiyah Negeri (MIN) Kabupaten Jembrana, dan (4) pendidikan dan pelatihan (DIKLAT), motivasi berprestasi, dan lingkungan kerja secara bersama-sama terhadap kinerja guru pada Madrasah Ibtidaiyah Negeri (MIN) di Kabupaten Jembrana.

Populasi dalam penelitian ini adalah guru-guru MIN di Kabupaten Jembrana yang pernah mengikuti pendidikan dan pelatihan berjumlah 88 orang, diambil 30 orang guru sebagai sampel dengan menggunakan teknik *purposive sampling*. Penelitian ini dirancang dalam bentuk penelitian *ex-post facto*. Data dalam penelitian ini dikumpulkan dengan menggunakan kuesioner pendidikan dan pelatihan (DIKLAT), motivasi berprestasi, lingkungan kerja, dan kinerja guru. Data dianalisis dengan menggunakan uji regresi sederhana dan uji regresi jamak.

Hasil penelitian menunjukkan bahwa : (1) terdapat kontribusi yang signifikan pendidikan dan pelatihan terhadap kinerja guru sebesar 26,7 %, (2) terdapat kontribusi yang signifikan motivasi berprestasi terhadap kinerja guru sebesar 34,4 %, (3) terdapat kontribusi yang signifikan lingkungan kerja terhadap kinerja guru sebesar 31,5 %, (4) terdapat kontribusi yang signifikan secara bersama-sama antara pendidikan dan pelatihan, motivasi berprestasi, dan lingkungan kerja terhadap kinerja guru dengan kontribusi sebesar 61,0 %.

Berdasarkan temuan tersebut dapat disimpulkan, bahwa terdapat kontribusi yang positif dan signifikan pendidikan dan pelatihan, motivasi berprestasi, dan lingkungan kerja terhadap kinerja guru pada Madrasah Ibtidaiyah Negeri (MIN) di Kabupaten Jembrana, baik secara terpisah maupun simultan.

Kata kunci : pendidikan dan pelatihan (DIKLAT), motivasi berprestasi,  
lingkungan kerja, kinerja guru.

## ABSTRACT

This study aimed at investigating the contributions of (1) Education and Training Program toward teacher's performance at Islamic elementary school in Jembrana Regency, (2) achievement motivation toward teacher's performance at Islamic elementary school in Jembrana Regency, (3) work environment toward teacher's performance at Islamic elementary school in Jembrana Regency, and (4) Education and Training Program, achievement motivation, and work environment altogether toward teacher's performance at Islamic elementary schools in Jembrana Regency.

The population of this study was teachers of Islamic elementary schools in Jembrana Regency who had followed education and training program. They were 88 teachers where 30 of them were chosen as the sample by using *Purposive Sampling* technique. This study was designed by using *ex-post facto* design. The data was gathered by using questionnaires about education and training program achievement motivation, work environment, and teachers' performance. The data was analyzed by using simple regression and multiple regression.

The results show that (1) there is a significant contribution of education and training program toward teacher' performance as much as 26.7 %, (2) there is a significant contribution of achievement motivation toward teacher' performance as much as 34.4%, (3) there is a significant contribution of work environment toward teacher' performance as much as 31.5%, and (4) there is a significant contribution of education and training program, achievement motivation, and work environment altogether toward teacher's performance as much as 61.0%. Based on the findings above, it can be concluded that there are significant contributions of education and training program, achievement motivation, and work environment separately or simultaneously toward teacher's performance at Islamic elementary schools in Jembrana Regency.

Keywords : *Education and Training Program, Achievement Motivation, Work Environment, Teachers' Performance*