ABSTRAK

Mega Levi Zanirman, NPM: 71220312073, Judul: Pengaruh Pelatihan Dan Kompetensi Terhadap Kinerja Guru Di SMA Negeri 1 STM Hilir Kabupaten Deli Serdang. Dibimbing oleh: Syafrizal. S.E., M.M Sebagai Dosen Pembimbing I dan Neni Sri Wahyuni S.E, M.M Sebagai Pembimbing II, Skripsi 2026

Penelitian ini dilatarbelakangi oleh masih ditemukannya berbagai kendala dalam peningkatan kinerja guru di SMA Negeri 1 STM Hilir Kabupaten Deli Serdang, antara lain belum meratanya pemahaman guru mengenai pembelajaran mendalam, kesulitan mengubah metode pembelajaran tradisional ke pembelajaran yang lebih aktif dan partisipatif, padatnya jadwal mengajar yang membatasi kesempatan mengikuti pelatihan, serta keterbatasan sarana pendukung seperti laptop dan infokus yang menyebabkan pelaksanaan pelatihan belum berjalan secara optimal. Kondisi tersebut berdampak pada belum optimalnya pengembangan kompetensi guru sehingga berpengaruh terhadap kinerja guru dalam melaksanakan proses pembelajaran. Penelitian ini bertujuan untuk mengetahui tingkat pelatihan guru dan kompetensi guru, menganalisis pengaruh pelatihan terhadap kinerja guru, menganalisis pengaruh kompetensi terhadap kinerja guru, serta menganalisis pengaruh pelatihan dan kompetensi secara simultan terhadap kinerja guru di SMA Negeri 1 STM Hilir Kabupaten Deli Serdang.

Metode penelitian yang digunakan adalah metode kuantitatif dengan pendekatan survei. Populasi penelitian berjumlah 50 guru dan seluruh populasi dijadikan sampel menggunakan teknik total sampling (sampling jenuh). Data dikumpulkan melalui kuesioner, wawancara, dokumentasi, dan studi kepustakaan. Analisis data dilakukan menggunakan regresi linier berganda dengan bantuan program SPSS melalui uji validitas, uji reliabilitas, uji asumsi klasik, uji t, uji F, dan koefisien determinasi (R^2). Hasil penelitian menunjukkan bahwa pelatihan berpengaruh positif dan signifikan terhadap kinerja guru, kompetensi berpengaruh positif dan signifikan terhadap kinerja guru, serta pelatihan dan kompetensi secara simultan berpengaruh positif dan signifikan terhadap kinerja guru di SMA Negeri 1 STM Hilir Kabupaten Deli Serdang. Hal ini menunjukkan bahwa peningkatan kualitas pelatihan yang didukung oleh pengembangan kompetensi guru mampu meningkatkan efektivitas pelaksanaan tugas guru dalam proses pembelajaran. Kesimpulan penelitian ini adalah bahwa pelatihan dan kompetensi merupakan faktor penting yang memengaruhi kinerja guru. Oleh karena itu, sekolah perlu meningkatkan kualitas dan keberlanjutan program pelatihan, memperbaiki penyediaan sarana pendukung pembelajaran, serta mendorong pengembangan kompetensi guru secara berkesinambungan agar kinerja guru semakin optimal dan mampu meningkatkan mutu pendidikan.

Kata Kunci: Pelatihan, Kompetensi, Kinerja Guru.

ABSTRACT

Mega Levi Zanirman, NPM: 712220312073, Title: The Influence of Training and Competence on Teacher Performance at SMA Negeri 1 STM Hilir, Deli Serdang Regency. Supervised by Syafrizal, S.E., M.M. as Supervisor I and Neni Sri Wahyuni, S.E., M.M. as Supervisor II. Undergraduate Thesis, 2026.

This research was motivated by the persistent challenges facing teacher performance improvement at SMA Negeri 1 STM Hilir, Deli Serdang Regency. These include teachers' unequal understanding of in-depth learning, difficulties in shifting from traditional teaching methods to more active and participatory learning, a busy teaching schedule that limits opportunities for training, and limited supporting resources, such as laptops and projectors, which hinder optimal training implementation. These conditions have resulted in suboptimal teacher competency development, which in turn impacts teacher performance in the learning process. This study aims to determine the level of teacher training and competency, analyze the effect of training on teacher performance, analyze the effect of competency on teacher performance, and analyze the simultaneous effect of training and competency on teacher performance at SMA Negeri 1 STM Hilir, Deli Serdang Regency.

The research method used was a quantitative survey approach. The study population consisted of 50 teachers, and the entire population was sampled using a total sampling technique (saturated sampling). Data were collected through questionnaires, interviews, documentation, and literature review. Data analysis was conducted using multiple linear regression with the help of the SPSS program through validity tests, reliability tests, classical assumption tests, t-tests, F-tests, and coefficients of determination (R^2). The results of the study indicate that training has a positive and significant effect on teacher performance, competence has a positive and significant effect on teacher performance, and training and competence simultaneously have a positive and significant effect on teacher performance at SMA Negeri 1 STM Hilir, Deli Serdang Regency. This indicates that improving the quality of training supported by teacher competency development can increase the effectiveness of teacher task implementation in the learning process. The conclusion of this study is that training and competence are important factors that influence teacher performance. Therefore, schools need to improve the quality and sustainability of training programs, improve the provision of learning support facilities, and encourage the continuous development of teacher competencies so that teacher performance is increasingly optimal and able to improve the quality of education.

Keywords: Training, Competence, Teacher Performance.