

ABSTRAK

KOMITMEN GURU SEBAGAI MEDIATOR ANTARA PERATURAN SEKOLAH DAN KINERJA GURU (Studi Kasus pada Guru-guru Sekolah Menengah di Tasikmalaya)

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Penelitian ini dilatarbelakangi pentingnya komitmen guru sebagai salah satu kunci yang menjembatani implementasi kebijakan sekolah/peraturan sekolah dalam meningkatkan kinerja guru. Fenomena melemahnya komitmen guru dalam melaksanakan tugas pokok dan fungsinya memberi dampak negatif pada kualitas pendidikan yakni menurunnya motivasi intrinsik guru dalam menerapkan peraturan sekolah, motivasi siswa menurun, lingkungan sekolah tidak kondusif, budaya kerja kurang profesional dan menurunnya kinerja guru. Penelitian ini bertujuan (1) mendeskripsikan proses penyusunan peraturan sekolah dan penerapan peraturan sekolah dalam meningkatkan kinerja guru di sekolah menengah di Tasikmalaya, (2) menganalisa proses terbentuknya komitmen guru pada guru-guru sekolah menengah di Tasikmalaya, dan (3) menganalisa peran komitmen guru sebagai mediator yang menjembatani hubungan antara peraturan sekolah dan kinerja guru. Metode yang digunakan dalam penelitian ini adalah metode kualitatif dengan Pendekatan studi kasus multi-situs (multi-site case study) yaitu tiga sekolah menengah di Tasikmalaya, yaitu SMAN 4 Tasikmalaya, SMKN 1 Tasikmalaya, dan SMKN 4 Tasikmalaya. Teknik pengumpulan data dilakukan melalui wawancara mendalam, observasi, studi dokumentasi serta melakukan triangulasi, selanjutnya data diolah dengan reduksi data, penyajian data, penarikan kesimpulan dan verifikasi data. Hasil penelitian menunjukkan bahwa (1) penerapan peraturan sekolah di SMAN 4 Tasikmalaya, SMKN 1 Tasikmalaya, dan SMKN 4 Tasikmalaya telah dilaksanakan dengan baik dan konsisten serta memberikan pengaruh positif terhadap peningkatan kinerja guru. Namun, implementasi di lapangan masih ada yang belum optimal dilakukan, (2) komitmen guru di SMAN 4 Tasikmalaya, SMKN 1 Tasikmalaya dan SMKN 4 Tasikmalaya bervariasi dan (3) komitmen guru di SMAN 4 Tasikmalaya, SMKN 1 Tasikmalaya dan SMKN 4 Tasikmalaya telah menunjukkan sebagai mediator yang baik.

Kata kunci: *Komitmen Guru, Mediator, Peraturan Sekolah, Kinerja Guru*

ABSTRACT

TEACHER COMMITMENT AS A MEDIATOR BETWEEN SCHOOL REGULATIONS AND TEACHER PERFORMANCE (Case Study on Secondary School Teachers in Tasikmalaya)

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This study was motivated by the importance of teacher commitment as a key factor that mediates the implementation of school policies and regulations in improving teacher performance. The phenomenon of weakening teacher commitment in carrying out their primary duties and functions has negatively affected the quality of education, including reduced intrinsic motivation among teachers to comply with school regulations, declining student motivation, a less conducive school environment, a less professional work culture, and decreased teacher performance. This study aims to: (1) describe the process of formulating and implementing school regulations in improving teacher performance in secondary schools in Tasikmalaya; (2) analyze the process of developing teacher commitment among secondary school teachers in Tasikmalaya; and (3) analyze the role of teacher commitment as a mediator that bridges the relationship between school regulations and teacher performance. This research employed a qualitative method with a multi-site case study approach involving three secondary schools in Tasikmalaya, namely SMAN 4 Tasikmalaya, SMKN 1 Tasikmalaya, and SMKN 4 Tasikmalaya. Data were collected through in-depth interviews, observations, documentation studies, and triangulation techniques. The data were subsequently analyzed through data reduction, data display, conclusion drawing, and verification. The findings indicate that: (1) the implementation of school regulations at SMAN 4 Tasikmalaya, SMKN 1 Tasikmalaya, and SMKN 4 Tasikmalaya has been carried out effectively and consistently, contributing positively to the improvement of teacher performance; however, some aspects of implementation have not yet been fully optimized; (2) teacher commitment at the three schools varies in terms of its level and manifestation; and (3) Teacher commitment at SMAN 4 Tasikmalaya, SMKN 1 Tasikmalaya, and SMKN 4 Tasikmalaya has demonstrated its role as an effective mediator between school regulations and teacher performance.

Keywords: *Teacher Commitment, Mediator, School Regulations, Teacher Performance*