

ABSTRAK

Nama : Nova Lovia
Program Studi : Manajemen
Judul : Pengaruh Rekrutmen dan Kompetensi Terhadap Kinerja Guru Melalui Kepuasan Kerja Sebagai Variabel Mediasi di SMK TI Budi Agung Medan

Penelitian ini bertujuan untuk menganalisis pengaruh rekrutmen dan kompetensi terhadap kinerja guru dengan kepuasan kerja sebagai variabel mediasi pada SMK TI Budi Agung Medan. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Populasi penelitian adalah seluruh guru SMK TI Budi Agung Medan, sedangkan teknik pengambilan sampel menggunakan sampling jenuh sehingga seluruh anggota populasi dijadikan responden. Data dikumpulkan melalui penyebaran kuesioner menggunakan skala Likert dan dianalisis dengan metode *Structural Equation Modeling-Partial Least Squares* (SEM-PLS). Hasil penelitian menunjukkan bahwa rekrutmen berpengaruh positif dan signifikan terhadap kepuasan kerja, kompetensi berpengaruh positif dan signifikan terhadap kepuasan kerja, rekrutmen berpengaruh positif dan signifikan terhadap kinerja guru, kompetensi berpengaruh positif dan signifikan terhadap kinerja guru, serta kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja guru. Selain itu, kepuasan kerja terbukti mampu memediasi pengaruh rekrutmen terhadap kinerja guru maupun pengaruh kompetensi terhadap kinerja guru. Temuan penelitian ini menunjukkan bahwa peningkatan kualitas proses rekrutmen dan kompetensi guru akan meningkatkan kepuasan kerja yang pada akhirnya berdampak pada peningkatan kinerja guru. Oleh karena itu, sekolah perlu mengoptimalkan sistem rekrutmen yang berbasis kompetensi, meningkatkan program pengembangan kompetensi guru, serta menciptakan lingkungan kerja yang mampu meningkatkan kepuasan kerja guna mendukung peningkatan kinerja guru secara berkelanjutan.

Kata kunci: Rekrutmen, Kompetensi, Kepuasan Kerja, Kinerja Guru, SEM-PLS.

ABSTRACT

Name : Nova Lovia
Study Program : Management
Title : The Influence of Recruitment and Competence on Teacher Performance Mediated by Job Satisfaction at SMK TI Budi Agung Medan

This study aims to analyze the influence of recruitment and competence on teacher performance, with job satisfaction serving as a mediating variable, at SMK TI Budi Agung Medan. The study employs a quantitative approach using a survey method. The research population consists of all teachers at SMK TI Budi Agung Medan; a saturated sampling technique was used, meaning the entire population served as the study's respondents. Data were collected via questionnaires using a Likert scale and analyzed using the Structural Equation Modeling-Partial Least Squares (SEM-PLS) method. The results indicate that recruitment has a positive and significant effect on job satisfaction, competence has a positive and significant effect on job satisfaction, recruitment has a positive and significant effect on teacher performance, competence has a positive and significant effect on teacher performance, and job satisfaction has a positive and significant effect on teacher performance. Furthermore, job satisfaction was found to mediate the influence of both recruitment and competence on teacher performance. These findings suggest that improving the quality of the recruitment process and teacher competence will enhance job satisfaction, ultimately leading to improved teacher performance. Therefore, the school needs to optimize its competence-based recruitment system, enhance teacher competence development programs, and create a work environment that fosters job satisfaction to support the continuous improvement of teacher performance.

Keywords: Recruitment, Competence, Job Satisfaction, Teacher Performance, SEM-PLS.