

PENGARUH IMPLEMENTASI COACHING DAN MOTIVASI KERJA GURU TERHADAP PERUBAHAN FIXED MINDSET MENJADI GROWTH MINDSET DI SMK NEGERI 1 DOLOKSANGGUL

ABSTRAK

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Penelitian ini bertujuan menganalisis pengaruh implementasi coaching dan motivasi kerja terhadap perubahan fixed mindset menjadi growth mindset pada guru di SMK Negeri 1 Doloksanggul. Perubahan mindset guru merupakan bagian penting dari pengembangan sumber daya manusia dalam meningkatkan kompetensi, perilaku kerja, dan kinerja profesional secara berkelanjutan. Penelitian menggunakan pendekatan kuantitatif dengan metode survei, dengan populasi seluruh guru yang dijadikan sampel melalui teknik total sampling. Data dikumpulkan menggunakan kuesioner yang telah melalui uji validitas dan reliabilitas. Analisis data dilakukan menggunakan regresi linier berganda untuk menguji pengaruh implementasi coaching dan motivasi kerja terhadap perubahan mindset guru. Hasil penelitian menunjukkan bahwa implementasi coaching berpengaruh positif dan signifikan terhadap perubahan fixed mindset menjadi growth mindset. Motivasi kerja guru juga memiliki pengaruh positif dan signifikan terhadap perubahan mindset. Secara simultan, kedua variabel tersebut terbukti berkontribusi signifikan dalam membentuk pola pikir guru yang lebih adaptif, terbuka terhadap pembelajaran, dan berorientasi pada peningkatan kinerja. Temuan ini menegaskan bahwa praktik coaching dan penguatan motivasi kerja merupakan strategi penting dalam pengembangan sumber daya manusia di lingkungan pendidikan untuk mendorong transformasi mindset guru menuju growth mindset yang mendukung peningkatan kualitas pendidikan secara berkelanjutan.

Kata kunci: coaching, motivasi kerja, manajemen sumber daya manusia, fixed mindset, growth mindset.

THE EFFECT OF COACHING IMPLEMENTATION AND TEACHERS' WORK MOTIVATION ON THE TRANSFORMATION FROM FIXED MINDSET TO GROWTH MINDSET AT SMK NEGERI 1 DOLOKSANGGUL

ABSTRACT

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This study aims to analyze the effect of coaching implementation and teachers' work motivation on the transformation from a fixed mindset to a growth mindset among teachers at SMK Negeri 1 Doloksanggul. The transformation of teachers' mindset is an important component of human resource development in improving professional competence, work behavior, and sustainable performance. This research employed a quantitative approach using a survey method. The population consisted of all teachers at the school, and the sampling technique used was total sampling. Data were collected through questionnaires that had been tested for validity and reliability. Data analysis was conducted using multiple linear regression to examine the influence of coaching implementation and teachers' work motivation on changes in teachers' mindset. The results show that the implementation of coaching has a positive and significant effect on the transformation from a fixed mindset to a growth mindset. Teachers' work motivation also has a positive and significant influence on mindset transformation. Simultaneously, both variables significantly contribute to shaping teachers' adaptive thinking patterns, openness to learning, and orientation toward continuous performance improvement. These findings emphasize that coaching practices and strengthening teachers' work motivation are important strategies in human resource development within educational institutions. Such strategies can encourage the transformation of teachers' mindsets toward a growth mindset, which ultimately supports sustainable improvement in the quality of education.

Keywords: coaching, work motivation, human resource management, fixed mindset, growth mindset.