

**PENGARUH PELATIHAN DAN PENGEMBANGAN KARIR TERHADAP
KINERJA GURU MELALUI MOTIVASI SEBAGAI VARIABEL INTERVENING
PADA SMKN 1 MERANTI**

ABSTRAK

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Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan dan pengembangan karir terhadap kinerja guru melalui motivasi sebagai variabel intervening pada SMKN 1 Meranti. Latar belakang penelitian ini didasarkan pada pentingnya peran guru dalam meningkatkan kualitas pendidikan serta adanya indikasi penurunan kinerja guru dan kualitas pembelajaran di sekolah SMKN 1 Meranti. Pengaruh pelatihan dan pengembangan karir yang kurang memberikan motivasi kerja bagi guru serta manajemen pendidikan yang kurang optimal diduga menjadi faktor utama yang mempengaruhi rendahnya motivasi dan kinerja guru. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei melalui kuesioner dan wawancara. Fokus penelitian dibatasi pada variabel intervening, pelatihan, pengembangan karir, dan motivasi kerja guru. Hasil menunjukkan bahwa pelatihan dan pengembangan karir berpengaruh signifikan terhadap variabel intervening, motivasi dan kinerja guru. Penelitian ini merekomendasikan penguatan pengembangan karir dan komunikasi, peningkatan sistem manajemen pendidikan yang strategis dan kolaboratif, serta perlunya pengembangan penelitian lanjutan dengan variabel dan pendekatan yang lebih beragam untuk memperluas cakupan pemahaman terkait dinamika motivasi dan kinerja guru.

Kata kunci: Pelatihan, Pengembangan Karir, Kinerja Guru, Variabel Intervening, SMKN 1 Meranti

**THE INFLUENCE OF TRAINING AND CAREER DEVELOPMENT ON TEACHER
PERFORMANCE THROUGH MOTIVATION AS AN INTERVENING VARIABLE
AT SMKN 1 MERANTI**

ABSTRACT

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This study aims to determine the influence of training and career development on teacher performance through motivation as an intervening variable at SMKN 1 Meranti. The background of this research is based on the crucial role of teachers in improving the quality of education, along with indications of declining teacher performance and teaching quality at SMKN 1 Meranti. The lack of effective training and career development programs that could enhance teacher motivation, as well as suboptimal educational management, are suspected to be the main factors contributing to the low levels of teacher motivation and performance. This study uses a quantitative approach with a survey method involving questionnaires and interviews. The research focuses on the intervening variable (motivation), training, career development, and teacher performance. The results indicate that training and career development have a significant influence on the intervening variable teacher motivation and performance. This study recommends strengthening career development and communication strategies, improving a more strategic and collaborative education management system, and encouraging further research with more diverse variables and approaches to broaden the understanding of the dynamics of teacher motivation and performance.

Keywords : *Training, Career Development, Teacher Performance, Intervening Variable, SMKN 1 Meranti*