**ABSTRAK**

FADHILAH. 2013 *Analisis Kinerja Guru Bersertifikat Di SMA Negeri 7 Bulukumba* (dibimbing oleh Sulaiman Samad dan Hamzah Nur).

Penelitian ini dimaksudkan untuk menggambarkan kinerja guru bersertifikat dan faktor-faktor yang mempengaruhi di SMA Negeri 7 Bulukumba.

Jenis penelitian ini adalah penelitian kualitatif dengan sumber data adalah kepala sekolah, kepala tata usaha, wakasek kurikulum, guru bersertifikat, dan siswa. Teknik yang digunakan dalam pengumpulan data adalah wawancara, observasi, dan dokumentasi. Data yang diperoleh dianalisis dengan analisis deskriptif kualitatif.

Hasil penelitian menunjukkan bahwa kinerja guru bersertifikat di SMA Negeri 7 Bulukumba dilihat dari hasil kerja, efisiensi kerja, kepuasan kerja dan keadaptasian kerja berjalan dengan baik dan yang paling menonjol pada peningkatan kinerja guru bersertifikat adalah kepuasan kerja yaitu gaji guru, hasil kerja yaitu keterlaksanaan pembelajaran dan daya serap yang dimiliki oleh siswa, efisiensi kerja yaitu pada disiplin kerja, media pembelajaran dan keadaptasian kerja yaitu SDM terhadap guru bersertifikat. hal ini dapat dilihat dari guru bersertifikat yang memiliki kinerja dalam menyukseskan keterlaksanaan pembelajaran, peningkatan daya serap siswa terbukti dengan metode dan media pembelajaran. Serta guru memiliki kualifikasi pendidikan yang memadai serta memiliki hubungan sosial yang baik namun demikian masih terlihat adanya beberapa kekurangan dari segi sarana dan prasarana yang dapat mendukung keterlaksanaan pengajaran yang efektif dan efisien. Serta faktor-faktor yang mempengaruhi kinerja guru bersertifikat di SMA Negeri 7 Bulukumba dilihat dari faktor internal dan eksternal, kedua faktor ini sangat mendukung keterlaksanaan proses pembelajaran dengan baik, ini dapat dilihat bahwa semakin baik kepribadian guru maka semakin tinggi dedikasinya dalam menjalankan tugasnya akan tetapi sarana dan prasarana kurang menunjang sehingga menghambat guru dalam melaksanakan tugasnya.

**ABSTRACT**

**FADHILAH**. *Performance Analysisi of Certified Teachers at SMAN 7 in Bulukumba.* (supervised by Sulaiman Samad and Hamzah Nur).

The study was intended to describe the performance of certified teachers and the factors which influence the performance of certified teachers at SMAN 7 in Bulukumba. The study is a qualitative research. The data sources of the study were the principal, the head of administration, the vice principal of curriculum affairs, certified teachers, and students. Techniques used in collecting the data were interview, observation, and documentation. Data obtained were analyzed by employing descriptive qualitative analysis. The results of the study revealed that the performance of certified teachers at SMAN 7 in Bulukumba based on the work result, work efficiency, work satisfaction, and work adaptation ran smoothly. The most stood out of the improvement of certified teachers was work satisfaction particularly the salary; the work result was the implementation of learning and students’ comprehension; the work efficiency was work discipline as well as teaching media; and work adaptation was human resources toward certified teachers indicated by cartified teachers who successfully succeeded on the implementation of learning, the improvement of students’ comprehension was proved by the method and learning media used as well as teachers who have adequate qualification in education and good social relation. However, there were weaknesses from the facility and infrastructure aspect which inhibited the learning effectively and efficiently. The factors which influenced the performance of certified teachers at SMAN 7 in Bulukumba were based on the internal and external factors that both factors supported extremely the implementation of good learning process indicated by the better personality the teachers have the higher their dedication in conducting their duties; however, the facility and infrastructure were still lacking which inhibited teachers in conducting their duties.

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