

Amiliyah Nor Safitri, 15311041, **Analisis Kinerja Guru Non-PNS Dengan Pendekatan *Self Assessment* di SMK YPI Darussalam 1 Cerme**, Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Muhammadiyah Gresik, April, 2019

Abstraksi

Penelitian ini bertujuan untuk menganalisis penilaian kinerja guru Non-PNS dengan menggunakan metode *self assessment*. Penelitian ini menggunakan pendekatan kualitatif. subjek penelitian ini adalah guru Non-PNS SMK YPI Darussalam 1 Cerme, dengan jumlah 37 guru. Teknik analisis data yang digunakan menggunakan metode *self assessment* dengan empat indikator kinerja guru. Hasil yang diperoleh untuk kompetensi kepribadian sebesar 87,14, kompetensi pedagogik sebesar 82,46, kompetensi sosial sebesar 81,41 dan untuk kompetensi profesional mendapatkan nilai sebesar 94,86. Rata-rata skor keseluruhan nilai sebesar 88,59 yang berarti kinerja guru non-PNS SMK YPI Darussalam 1 Cerme sangat kompeten.

Kata Kunci : Kinerja Guru, *Self Assessment*.

Amiliyah Nor Safitri, 15311041, *Analysis of the Performance of Non-PNS Teachers with a Self Assessment Approach in YPI Darussalam Vocational School 1 Cerme*, Management, Faculty of Economics and Business, University of Muhammadiyah Gresik, April, 2019

Abstract

This study aims to analyze the performance of not a civil servant teachers by using the self assessment method. This study uses a qualitative approach. the subject of this study were not a civil servant teachers at SMK YPI Darussalam 1 Cerme, with 37 teachers. Data analysis techniques used are self assessment methods with four teacher performance indicators. The results obtained for personality competency amounted to 87.14, pedagogical competencies amounted to 82.46, social competencies amounted to 81.41 and for professional competencies obtained a value of 94.86. The average score of the overall score is 88.59, which means that the performance of not a civil servant teachers at SMK YPI Darussalam 1 Cerme is very competent.

Keywords : *Teacher Performance, Self Assessment.*