

Teacher Performance of The State Vocational High School Teachers in Surabaya

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ABSTRACT

This research talked about Analysis of Teacher Performance Through Competence, Compensation, and Job Satisfaction of the State Vocational High School Teachers in Surabaya. State Vocational High School Teacher is a professional educator with major duties to educate, teach, build, direct, coach, assess and evaluate learners on the vocational high school education. Teacher as a professional educator should have the academic qualification. Academic qualification required for a teacher is he or she at least should be educated of bachelor degree or diploma four. Fundamentally, teacher performance is determined by the expertise and ability of teacher concerned. These achievement factor is so thick and so critical in its relation to competence, compensation, and also job satisfaction that may become the obstacle in the enhancement of teacher performance. Population in this research was the teachers of the State Vocational High School Teachers in Surabaya, amounted to 317, educated in bachelor degree or diploma four, had have service of minimal 5 years. Data analysis used the simple random sampling, structural equation model (SEM) analysis, by the assistance of *Partial Least Square* (PLS) software, conducted on 92 respondents and able to explain the effect of competence and compensation on the job satisfaction and the performance of the State Vocational High School Teachers in Surabaya. The results of research indicated that: Competence and compensation significantly influential on teacher job satisfaction; Competence and compensation significantly influential on teacher performance; Job satisfaction significantly influential on the performance of the State Vocational High School Teachers in Surabaya.

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1. INTRODUCTION

Education has a very strategic role in the development of a nation. Various kinds of studies in many countries indicate the strength of correlation between education and developmental level of the nation which indicated by various economic, social and cultural indicators. The education that able to facilitate changes is one that spread evenly, quality and relevant to the societal needs.

Realizing the strategic role of education, Indonesia government always support an idea putting the education sector, particularly the secondary education, as priority in national development, even in the critical period of economy even though the education constantly get critical attention although its focus is confined in the effort of coping with the impact of economical crisis to education.