

ABSTRAK

Meningkatnya kelas menengah muslim di Indonesia berpengaruh pada perilaku keluarga menengah muslim dalam hal pendidikan. Kriteria sekolah yang dicari oleh keluarga kelas menengah muslim sebagai mitra untuk mendidik putra-putrinya adalah sekolah yang sejalan dengan nilai-nilai keluarga mereka yakni membentuk anak-anak yang berakhlak islami, cerdas, dan mandiri. Merespon fenomena tersebut, sekolah-sekolah Islam harus mampu meningkatkan kualitas pelayanan terhadap konsumen dengan meningkatkan kinerja gurunya. Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *performance management process strength* terhadap kinerja guru dengan komitmen afektif sebagai variabel pemediasi. Kuesioner penelitian disebarkan kepada 198 guru-guru Sekolah Islam Terpadu di Jawa Timur dan dianalisis menggunakan Smart-PLS. Hasil penelitian ini menyatakan bahwa *performance management process strength* berpengaruh positif dan signifikan terhadap kinerja guru. Komitmen afektif memediasi secara parsial pengaruh *performance management process strength* terhadap kinerja guru.

Kata Kunci: *performance management process strength*, komitmen afektif, kinerja guru

ABSTRACT

The rising of middle class muslim in Indonesia has an influence on the behavior of Muslim middle class families in terms of education. The criteria for schools that middle class Muslim families are looking for as partners to educate their sons and daughters are schools that are in line with their family values, namely forming children who have Islamic morals, are intelligent and independent. Responding to this phenomenon, Islamic schools must be able to improve the quality of service to consumers by improving the performance of their teachers. This research aims to analyze the influence of performance management process strength on teacher performance with affective commitment as a mediating variable. A survey was administered to Sekolah Islam Terpadu teachers in East Java and 198 valid and completed responses were returned to be analyzed using Smart-PLS statistical software. The results of this research state that performance management process strength has a positive and significant effect on teacher performance. Affective commitment partially mediates the influence of performance management process strength on teacher performance.

Keywords: performance management process strength, affective commitment, teacher's performance