

ABSTRAK

Mhd. Fauzi Rahman. NIM. 8116132010. **Hubungan Supervisi Akademik Kepala Sekolah, Budaya Kerja, dan Komitmen Kerja dengan Kinerja Guru SD Negeri di Kecamatan Kota Kisaran Barat. Tesis. Program Pascasarjana Universitas Negeri Medan.**

Penelitian ini bertujuan mengetahui: (1) hubungan supervisi akademik kepala sekolah dengan kinerja guru; (2) hubungan budaya kerja dengan kinerja guru; (3) hubungan komitmen kerja dengan kinerja guru; dan (4) hubungan supervisi akademik kepala sekolah, budaya kerja, dan komitmen kerja dengan kinerja guru. Subjek penelitian adalah guru SD Negeri di Kecamatan Kota Kisaran Barat dengan jumlah sampel sebanyak 135 orang. Metode penelitian bersifat deskriptif bertujuan untuk memperoleh informasi tentang suatu gejala pada penelitian. Berdasarkan pengujian hipotesis dapat disimpulkan diperoleh: (1) terdapat hubungan positif supervisi akademik kepala sekolah dengan kinerja guru sebesar $r_{y1.23} = 0,330 > r_{tabel} = 0,176$ dan $t_{hitung} = 5,629 > t_{tabel} = 1,645$; (2) terdapat hubungan positif budaya kerja dengan kinerja guru sebesar $r_{y2.13} = 0,302 > r_{tabel} = 0,176$ dan $t_{hitung} = 4,962 > t_{tabel} = 1,645$; (3) terdapat hubungan positif komitmen kerja dengan kinerja guru sebesar $r_{y3.12} = 0,306 > r_{tabel} = 0,176$ dan $t_{hitung} = 5,040 > t_{tabel} = 1,645$; dan (4) terdapat hubungan positif supervisi akademik kepala sekolah, budaya kerja, dan komitmen kerja dengan kinerja guru sebesar $R_{y(123)} = 0,545 > r_{tabel} = 0,176$ dan $F_{hitung} = 18,488 > F_{tabel} = 2,65$. Hasil penelitian menunjukkan supervisi akademik kepala sekolah, budaya kerja, dan komitmen kerja secara bersama-sama memberikan sumbangan sebesar 29,7% terhadap kinerja guru, dan sisanya ditentukan keadaan lain.

ABSTRACT

Mhd. Fauzi Rahman. NIM. 8116132010. *Relationship of Supervising Principal Academic, Work Cultural and Work Commitment in Elementary School Teacher Performance in District City West Range. Thesis. Graduate Program, State University of Medan.*

This research aimed to: (1) the relationship of academic supervision by the school head teacher performance; (2) relationships of the working culture with the teacher's performance; (3) the relationship of work commitment with the teacher's performance; and (4) the relationship of academic supervision of the principal, work culture, and work commitment with the teacher's performance. Subjects were primary school teachers in the district City West Kisaran with a total sample of 135 people. The research method is descriptive aim to obtain information about a phenomenon in the study. Based on hypothesis testing can be concluded obtained: (1) there is a positive correlation with the academic supervision of the school head teacher performance of $r_{y1.23} = 0.330 > r_{table} = 0.176$ and $t = 5.629 > t_{table} = 1.645$; (2) there is a positive correlation with the performance of teachers working culture of $r_{y2.13} = 0,302 > r_{table} = 0.176$ and $t = 4.962 > t_{table} = 1.645$; (3) there is a positive correlation with the performance of teachers working commitment of $r_{y3.12} = 0.306 > r_{table} = 0.176$ and $t = 5,040 > t_{table} = 1.645$; and (4) there is a positive correlation academic supervision principal, work culture, and work commitment with the teacher's performance by $R_y (123) = 0.545 > r_{table} = 0.176$ and $F_{count} = 18.488 > F_{table} = 2,65$. Hasil studies show academic supervision principals , work culture, and work commitment together contributed 29.7% to the performance of teachers, and the remainder other circumstances.