

ABSTRACT

NASUTION, ABDUL FATTAH. 2003. **The Correlation Between The Awareness To Teacher's Profesional Duty and Perception Upon Principal's Leadership Towards Teacher's Working Ethos : A Study Case For MAN's Teacher at Labuhanbatu Regency.** Thesis. Medan : Post Graduated Programme, Medan State University.

Low quality of national education nowdays is predicted as the result of teacher's low quality in working ethos study is aimed to find out the correlation between the awareness to teacher's professional duty and perception upon principal's leadership towards teacher's working ethos at MAN Labuhanbatu Regency.

The hypothesis of this study are : firstly, there is correlation between the awareness to teacher's professional duty and teacher's working ethos. Secondly, there is correlation between teacher's perception upon principal's leadership and teacher's working ethos. Thirdly, there is simultaneously correlation between working satisfaction, teacher's perception upon principal's leadership and teacher's working ethos.

The population of this study was all teachers of MAN Labuhanbatu Regency. The sample of population was 62 person who were selected with startum random sample. Questionnaire based on Likert and semantic differensial models were used to collect the data. The validity of instrument was obtained through content and construct validity analysis which was in turn backed by his supervisors. The reliability of instrument was obtained through Alpha analysis.

The data was analyzed with correlation analysis and regression by computer aid. Correlation coefficient analysis and regression model were done with T test and F test with Significancy = 0,05.

The result of data analysis showed that the awareness to teacher's professional duty had significant correlation with teacher's working ethos ($r_{y1} = 0,55$), there was also correlation between teacher's perception towards principal's leadership and teacher's working ethos ($r_{yz} = 0,56$), and there was simultaneously significant correlation between the awareness to teacher's professional duty teacher's perception toward principal's leadership and teacher's working ethos ($R_y = 0,44$).

The contribution of the awareness to teacher's professional duty and teacher's perception towards principal's leadership to teacher's working ethos was 43,80 %.

Based on research result it can be concluded that the level of teacher's working ethos of MAN at Labuhan Batu Regency could be predicted or determined by the awarrenes to teacher's professional duty and perception towards principal's leadership alone or all together.

The result of this study gave implication that the awarrenes to teacher's perception towards principal's leadership should be considered carefully by managers and decision makes in educational field.

ABSTRAK

ABDUL FATTAH NASUTION. 2003. Hubungan antara Kesadaran Tugas Profesi Guru dan Persepsi Tentang Kepemimpinan Kepala Sekolah dengan Etos Kerja Guru : Studi pada guru MAN di Kabupaten Labuhanbatu.Tesis. Medan : Program Pasca Sarjana Universitas Negeri Medan.

Rendahnya kualitas pendidikan nasional saat ini antara lain disebabkan oleh rendahnya Etos Kerja Guru. Penelitian ini bertujuan untuk mengetahui hubungan antara Kesadaran Tugas Profesi Guru dan Persepsi tentang Kepemimpinan Kepala Sekolah dengan Etos Kerja Guru di MAN Kabupaten Labuhanbatu.

Hipotesis penelitian ini ada tiga. Pertama, terdapat hubungan positif yang berarti antara Kesadaran Tugas Profesi Guru dengan Etos Kerja Guru. Kedua, terdapat hubungan positif yang berarti antara Persepsi Guru tentang Kepemimpinan Kepala Sekolah dengan Etos Kerja Guru. Ketiga, terdapat hubungan positif yang berarti antara Kepuasan Kerja dan Persepsi Guru tentang Kepemimpinan Kepala Sekolah secara bersama-sama dengan Etos Kerja Guru.

Populasi penelitian ini adalah seluruh guru MAN di Kabupaten Labuhanbatu. Sampel penelitian berjumlah 62 orang yang dipilih dengan teknik sampel acak berstrata. Instrumen yang digunakan untuk mengumpulkan data adalah kuesioner dengan model *Skala Likert* dan *Semantik Diferensial*. Kesahihan instrumen diperoleh melalui analisis validitas isi dan validitas konstruk dibimbing oleh pembimbing. Keterandalan instrumen diuji dengan analisis *Alpha*.

Data dianalisis dengan analisis korelasi, dan regresi melalui bantuan komputer pada program SPSS. Uji koefisien korelasi dan model regresi dilakukan masing-masing dengan uji-t dan uji-F pada taraf signifikansi 0,05.

Hasil analisis data menunjukkan, bahwa Kesadaran Tugas Profesi Guru berkorelasi secara berarti dengan Etos Kerja mereka ($r_{y1} = 0,55$), demikian juga antara Persepsi Guru tentang Kepemimpinan Kepala Sekolah dengan Etos Kerja Guru ($r_{y2} = 0,56$). Secara bersama-sama, Kesadaran Tugas Profesi Guru dan Persepsi Guru tentang Kepemimpinan Kepala Sekolah berkorelasi secara berarti dengan Etos Kerja Guru ($R_y = 0,44$).

Kontribusi atau sumbangan Kesadaran Tugas Profesi Guru dan Persepsi Guru tentang Kepemimpinan Kepala Sekolah terhadap Etos Kerja Guru adalah sebesar 43,80 %.

Temuan penelitian ini menunjukkan, bahwa tingkat Etos Kerja Guru MAN di Kabupaten Labuhanbatu dapat diprediksi atau dideterminasi oleh Kesadaran Tugas Profesi Guru dan Persepsi Guru Tentang Kepemimpinan Kepala Sekolah, baik secara sendiri-sendiri atau secara bersama-sama.

Hasil penelitian ini memberikan implikasi, bahwa Kesadaran Tugas Profesi Guru dan Persepsi Guru Tentang Kepemimpinan Kepala Sekolah perlu diperhatikan oleh para manajer ataupun para pengambil keputusan di bidang pendidikan.