

ABSTRAK

Wira Sumitro Manik. NIM. 081188130004. **Hubungan Persepsi Kepemimpinan Transformasional Dan Motivasi Berprestasi Dengan Kinerja Guru Di SMA Negeri Kabupaten Pakpak Bharat.** Tesis: Program Pascasarjana Universitas Negeri Medan. 2010.

Tujuan penelitian untuk mengetahui: (1) hubungan yang positif dan signifikan persepsi kepemimpinan transformasional dengan kinerja guru di SMA Negeri Kabupaten Pakpak Bharat, (2) hubungan yang positif dan signifikan motivasi berprestasi dengan kinerja guru di SMA Negeri Kabupaten Pakpak Bharat, dan (3) hubungan yang positif dan signifikan persepsi kepemimpinan transformasional dan motivasi berprestasi secara bersama-sama dengan kinerja guru di SMA Negeri Kabupaten Pakpak Bharat.

Populasi penelitian adalah seluruh guru guru SMA Negeri Kabupaten Pakpak Bharat, yang terdiri dari 4 sekolah, sebanyak 126 guru. Untuk menentukan jumlah sampel digunakan Nomogram Herry King diperoleh 60 guru. Sampel penelitian diambil dengan teknik *proporsional random sampling* Instrumen penelitian adalah angket dengan model skala likert. Hasil uji coba instrumen untuk variabel persepsi kepemimpinan transformasional diperoleh koefisien reliabilitas 0,955, variabel motivasi berprestasi dengan koefisien reliabilitas 0,941 dan variabel kinerja guru dengan koefisien reliabilitas 0,937. Uji persyaratan dilakukan untuk menguji normalitas, linieritas, dan independensi antar variabel bebas. Teknik analisis data digunakan korelasi dan regresi dan korelasi sederhana dan regresi dan korelasi ganda pada $\alpha = 0,05$.

Temuan penelitian menunjukkan: (1) terdapat hubungan positif dan signifikan antara persepsi kepemimpinan transformasional dengan kinerja guru, dengan memberikan sumbangan yang efektif sebesar 30,00%, (2) terdapat hubungan positif dan signifikan antara motivasi berprestasi dengan kinerja guru. dengan memberikan sumbangan yang efektif sebesar 28,50%, dan (3) terdapat hubungan positif dan signifikan secara bersama-sama antara persepsi kepemimpinan transformasional dan motivasi berprestasi terhadap kinerja guru. dengan memberikan sumbangan efektif sebesar 57,70%.

Saran-saran yang dapat disampaikan adalah: (1) kepada Dinas Pendidikan Kabupaten Pakpak Bharat untuk memberikan pembinaan secara kontiniu melalui rapat koordinasi dengan guru, (2) kepala sekolah SMA Negeri Kabupaten Pakpak Bharat hendaknya dapat mensupport guru-guru untuk melaksanakan pembelajaran secara maksimal, (3) kepada guru hendaknya meningkatkan wawasan, pengetahuan dan keterampilan dengan mengikuti seminar, pelatihan maupun penataran dan bila memungkinkan mengikuti pendidikan ke jenjang pendidikan yang lebih tinggi, dan (4) kepada peneliti untuk menindaklanjuti kajian yang

berkaitan dengan variabel-variabel berbeda yang turut memberikan sumbangan terhadap kinerja guru.

ABSTRACT

Wira Sumitro Manik. Registration Number 0811881300004. **Relations Perception of Transformational Leadership and Achievement Motivation With Teacher Performance in Senior High School Pakpak Bharat Regency.** Thesis: Pascasarjana Program State University of Medan, 2010.

Research objectives were to determine: First, a positive and significant perception of transformational leadership with teacher performance in Senior High School Pakpak Bharat. Second, positive and significant relationship with achievement motivation and performance of teachers in senior high schools Bharat Pakpak regency, and the last, the relationship positive and significant perception of leadership and achievement motivation transformasional together with the performance of teachers in senior high schools Bharat Pakpak regency.

Population were all state senior high school teachers of Pakpak Bharat Regency, which consists of 4 schools, the total of 126 teachers. To determine the number of samples used Homogram Herry King gained 60 teachers. The research sample was taken with a proportional random sampling technique research instrument was a questionnaire with Likert scale model. The results of test instruments for the perception of transformational leadership variable coefficient obtained realibitas 0.955, achievement motivation variables with reliability coefficients of 0.941 and teacher performance variables with reliability coefficient 0.937. Qualification test was performed to test for normality, linleritas, and indenpedensi between independent variables. The data analysis technique were used correlation and regression and simple correlation and multiple regression and correlation at $\alpha = 0.05$.

The findings of the research indicate: firstly, there are a positive relationship and significant between perception of transformational leadership with teacher performance, to contribute effectively amounted to 30.00%. Secondly, there are a positive and significant relationship between achievement motivation with teacher performance, to contribute effectively amounted to 29.50%, and thirdly there is a positive and significant relationship jointly between

the perception of transformational leadership and achievement motivation on the performance of teachers, by providing effective contribution of 57.70%.

The suggestions can be submitted are: (1) the Education Office of Pakpak Bharat Regency to provide guidance continuously through coordination meetings with teachers, (2) the State High School principals of Pakpak Bharat Regency should able to support teachers to implement learning as maximum, (3) the teacher should improve the insight, knowledge and skills to participate in seminars, training and upgrading, and if possible to follow their education to higher education, and (4) to researcher to pursue studies related to different variables that giving contribution to the performance of teachers.