

ABSTRAK

Aginta Karina Br Ginting. NIM. 8166132003. Pengaruh Supervisi Akademik, Kerjasama Tim dan *Locus of Control* Terhadap Kepuasan Kerja Guru SMA Negeri di Kota Binjai. Tesis. Prodi Administrasi Pendidikan Medan: Program Pascasarjana Universitas Negeri Medan, 2019.

Penelitian ini bertujuan untuk mendeskripsikan dan mengetahui: (1) Pengaruh Supervisi Akademik terhadap Kerjasama Tim; (2) Pengaruh Supervisi Akademik terhadap *Locus of Control*; (3) Pengaruh Supervisi Akademik terhadap Kepuasan Kerja Guru; (4) Pengaruh Kerjasama Tim terhadap Kepuasan Kerja Guru; dan (5) Pengaruh *Locus of Control* terhadap Kepuasan Kerja Guru SMA Negeri di Kota Binjai. Metode penelitian yang digunakan adalah metode kuantitatif dengan pendekatan analisis jalur. Jumlah responden sebanyak 198 orang yang di ambil dengan *Proporsional Random Sampling*. Instrumen penelitian adalah angket, yang diujicobakan untuk mendapatkan instrumen yang sahih dan reliabilitas instrumen. Sebelum uji hipotesis dengan pendekatan analisis jalur dilakukan, terlebih dahulu dilakukan uji persyaratan analisis, yaitu uji normalitas data dengan menggunakan uji *Kolmogorov-smirnov test* dan uji linieritas dan keberartian regresi dengan Analisis Variansi pada taraf signifikansi α sebesar 0,05. Hasil dari penelitian menemukan: (1) Supervisi Akademik berpengaruh langsung positif terhadap Kerjasama Tim; (2) Supervisi Akademik berpengaruh langsung positif terhadap *Locus of control*; (3) Supervisi Akademik berpengaruh langsung positif terhadap Kepuasan Kerja Guru; (4) Kerjasama Tim berpengaruh langsung positif terhadap Kepuasan Kerja Guru; (5) *Locus of control* berpengaruh langsung positif terhadap Kepuasan Kerja Guru. Untuk meningkatkan Kepuasan Kerja guru SMA Negeri di kota Binjai dapat dilakukan dengan meningkatkan Supervisi Akademik, Kerjasama Tim, dan *Locus of control* para guru.

Kata Kunci: Supervisi Akademik, Kerjasama Tim, *Locus of control*, Kepuasan Kerja.

ABSTRACT

Aginta Karina Br Ginting. NIM. 8166132003. *The Effect of Academic Supervision, Teamwork and Locus of Control on Teacher's Job Satisfaction of Public High School in Binjai City*. Thesis. Medan Education Administration Study Program: Postgraduate Program Medan State University, 2019.

This study aims to describe and know: (1) The Effect of Academic Supervision on Teamwork; (2) The Effect of Academic Supervision on Local of Control; (3) The Effect of Academic Supervision on Teacher Commitments; (4) The Effect of Teamwork on Teacher's Job Satisfaction; and (5) The Effect of Locus of Control on Teacher's Job Satisfaction of State High School in Binjai City. The research method used is a quantitative method with a path analysis approach. The number of respondents was 198 people taken by Sampling Random Proportion. The research instrument was a questionnaire, which was piloted to obtain valid instruments and instrument reliability. Before testing the hypothesis with the path analysis approach, the analysis of the test was carried out first, namely the data normality test using the Kolmogorov-smirnov Test and the linearity and regression significance test with Variance Analysis at the α significance level of 0.05. The results of the study found: (1) Academic supervision has a positive direct effect on Teamwork; (2) Academic supervision has a positive direct effect on Local of Control; (3) Academic Supervision has a positive direct effect on Teacher's Job Satisfaction; (4) Teamwork has a positive direct effect on Teacher's Job Satisfaction; (5) Locus of Control has a positive direct effect on Teacher's Job Satisfaction. To increase the Teacher's Job Satisfaction of State High School in Binjai city can be done by increasing Academic Supervision, Teamwork and Locus of Control of the teachers.

Keywords: Academic Supervision, Teamwork, Local of Control, Job Satisfaction.

