

ABSTRAK

Tifka Cintia Utami Putri. NIM : 8126131021. Hubungan Antara Iklim Kerja, Persepsi tentang Kepemimpinan Partisipatif Kepala Sekolah dan Motivasi Berprestasi Guru dengan Kinerja Guru SMK Se-Kabupaten Deli Serdang. Tesis, Administrasi Pendidikan, Sekolah Pascasarjana Universitas Negeri Medan. 2014.

Penelitian ini bertujuan untuk mengetahui: 1) hubungan yang positif antara iklim kerja dengan kinerja guru, 2) hubungan persepsi tentang kepemimpinan partisipatif kepala sekolah dengan kinerja guru, 3) hubungan motivasi berprestasi guru dengan kinerja guru, 4) hubungan antara iklim kerja, persepsi tentang kepemimpinan partisipatif kepala sekolah dan motivasi berprestasi guru secara bersama-sama dengan kinerja guru. Populasi dalam penelitian adalah guru-guru SMK Negeri Se Kabupaten Deli Serdang sebanyak 335 orang dan sampel penelitian sebanyak 151 orang yang diambil dari Tabel Isaac dan Michael. Instrumen pengumpulan untuk variabel iklim kerja sekolah, variabel persepsi tentang kepemimpinan partisipatif kepala sekolah, dan motivasi berprestasi guru dengan menggunakan angket dan diujicoba terlebih dahulu dilanjutkan dengan uji validitas serta uji reliabilitas. Instrumen kinerja guru menggunakan Instrumen Penilaian Kinerja Guru. Untuk menguji hipotesis yang diajukan dalam penelitian ini, digunakan teknik korelasi sederhana dan korelasi ganda. Berdasarkan pengujian hipotesis dapat disimpulkan bahwa terdapat hubungan yang positif dan signifikan antara : (1) iklim kerja sekolah dengan kinerja guru dengan besar koefisien korelasi yakni 0,34 serta memberikan sumbangannya efektif sebesar 10,05%, (2) persepsi tentang kepemimpinan partisipatif kepala sekolah dengan kinerja guru dengan besar koefisien korelasi yakni 0,28 serta memberikan sumbangannya efektif sebesar 6,03%, (3) motivasi berprestasi guru dengan kinerja guru dengan besar koefisien korelasi yakni 0,42 serta memberikan sumbangannya efektif sebesar 10,22%, 4) iklim kerja sekolah, persepsi tentang kepemimpinan partisipatif kepala sekolah, dan motivasi berprestasi guru secara bersama-sama dengan kinerja guru dengan besar koefisien korelasi ganda yakni 0,56 serta memberikan sumbangannya efektif sebesar 31,3%. Berdasarkan hasil penelitian yang diperoleh disarankan dalam penelitian ini: Kepala Sekolah Meningkatkan kapabilitas dalam merencanakan, menyusun, dan menetapkan rencana strategis dan menjalankan manajemen yang demokratis, dapat membangun komunikasi yang baik dengan semua guru, dan mewujudkan iklim kerja sekolah yang kondusif. Guru juga disarankan Menjalin komunikasi yang harmonis dengan kepala sekolah dengan menunjukkan sikap sopan, hormat, serta memiliki kemauan untuk berprestasi dengan gemar membaca buku-buku atau informasi lainnya mengenai tokoh-tokoh yang berhasil dalam dunia pendidikan sehingga mendorong guru untuk ikut berprestasi

ABSTRACT

Tifka Cintia Utami Putri. NIM : 8126131021. Relationship between School Work Climate, Perception about Participative Leadership of Principal and Teacher's Achievement Motivation with National Vocational School Teacher's Performance in Deli Serdang Regency. Thesis. Post Graduate State University of Medan.2014.

The purpose of this study was to determine (1) the relationship of Work School Climate with teacher's performance, 2) the relationship of Perception about Participative Leadership of Principal with teacher's performance, 3) teacher's achievement motivation with teacher's performance (3) the relationship between Work School Climate, Perception about Participative Leadership of Principal, teacher's achievement motivation altogether with the teacher's performance. The Subject of this research were teachers National Vocational School in Deli Serdang regency, with the total of 335 teachers and 151 of them were taken as sample by using Issac and Michael Table. Instruments used were questionnaires for getting data of School Work Climate, Perception about Participative Leadership of Principal and Teacher's Achievement Motivation. The instruments were first tried. While instrument for getting data of teacher's performance used Teacher performance Instrument (IPKG). The analysis of and instruments were used validity and reliability test. Techniques of data analysis using correlation and simple and multiple regression techniques. The results of this study are presented (1) there is a positive and significant relationship school work climate with teacher's performance with correlation coefficient is 0.34 and then give effective contribution about 10.05% (2) there is a positive and significant relationship attitudes perception about participative leadership with teacher's performance with correlation coefficient is 0.28 and then give effective contribution about 6.03%, (3) there is a positive and significant relationship attitudes teacher's achievement motivation with teacher's performance with correlation coefficient is 0.42 and then give effective contribution about 15.22%, (4) there is a positive and significant relationship between School Work Climate, Perception about Participative Leadership of Principal and Teacher's Achievement Motivation with teacher's performance with correlation coefficient 0.56. Based on research results obtained in this study suggested: Principal have to improve his capability to plan, organize, and establish a strategic plan and execute democratic management, can establish good communication with all the teachers, and the school work embodies conducive climate. Teachers also suggested to establish harmonious communication with the principal to show the attitude of polite, respectful, and have the will to excel with the likes reading books, or other information regarding the successful figures in the world of education that encourages teachers to participate in achievement.