

ABSTRACT

Afrizansyah Coal, 8136132002. Relationship of Perception Teacher Effectiveness Against Principal Leadership, Emotional Intelligence and Motivation Work with Teacher Performance Junior High School in the district of Medan Tembung. Thesis. Postgraduate. University of Medan (UNIMED). 2016.

This study aims to determine: (1) Whether there is a positive relationship between teachers' perceptions of the effectiveness of school leadership to teacher performance, (2) Whether there is a positive relationship between emotional intelligence and teacher performance, (3) Whether there is a positive relationship between employee motivation with teachers performance, (4) Whether there is a positive relationship between teachers' perceptions of the effectiveness of school leadership, emotional intelligence, motivation to work together with the performance of teachers. This research is a quantitative correlation type with a sample of 153 people. Sampling was done by Slovin formula by taking into account the proportion of the population. The research instrument used questionnaire. Test the hypothesis using a simple correlation analysis, multiple correlation and partial correlation at significance level $\alpha = 0.05$.

The results showed: (1) there is a positive relationship between teachers' perceptions of the effectiveness of school leadership to teacher performance with a correlation coefficient of $r = 0.317$ and provides the effective contribution of 8.78%, (2) there is a positive relationship between emotional intelligence performance teacher with a correlation coefficient $r = 0.343$ and contribute effectively amounted to 10.52%, (3) there is a positive relationship between work motivation and performance of the teacher with a correlation coefficient of $r = 0.375$ and contribute effectively amounted to 12.71%, (4) there is a positive relationship between teachers' perceptions of the effectiveness of school leadership, emotional intelligence, motivation to work together with the performance of teachers with a correlation coefficient of $R = 0.569$ and contribute effectively amounted to 32.01%. As a follow up of the results of this study are expected to Principal's always moving, directing, and encouraging teachers to work according to the purpose of the school, and the teacher enhance the capabilities and skills they have.

ABSTRAK

Afrizansyah Batubara, 8136132002. Hubungan Persepsi Guru Terhadap Efektifitas Kepemimpinan Kepala Sekolah, Kecerdasan Emosional dan Motivasi Kerja dengan Kinerja Guru SMP Negeri di Kecamatan Medan Tembung. Tesis. Pascasarjana. Universitas Negeri Medan (UNIMED). 2016.

Penelitian ini bertujuan untuk mengetahui: (1) Apakah terdapat hubungan yang positif antara persepsi guru terhadap efektifitas kepemimpinan kepala sekolah dengan kinerja guru, (2) Apakah terdapat hubungan yang positif antara kecerdasan emosional dengan kinerja guru, (3) Apakah terdapat hubungan yang positif antara motivasi kerja dengan kinerja guru, (4) Apakah terdapat hubungan yang positif antara persepsi guru terhadap efektifitas kepemimpinan kepala sekolah, kecerdasan emosional, motivasi kerja secara bersama-sama dengan kinerja guru. Penelitian ini adalah penelitian kuantitatif jenis korelasional dengan sampel penelitian sebanyak 153 orang. Pengambilan sampel dilakukan dengan rumus Slovin dengan memperhatikan proporsi populasi. Instrumen penelitian menggunakan angket. Uji hipotesis menggunakan analisis korelasi sederhana, korelasi ganda, dan korelasi parsial pada taraf signifikansi $\alpha = 0,05$.

Hasil penelitian menunjukkan: (1) terdapat hubungan yang positif antara persepsi guru terhadap efektifitas kepemimpinan kepala sekolah dengan kinerja guru dengan koefisien korelasi sebesar $r = 0,317$ serta memberikan sumbangan efektif sebesar 8,78%, (2) terdapat hubungan yang positif antara kecerdasan emosional dengan kinerja guru dengan koefisien korelasi $r = 0,343$ serta memberikan sumbangan efektif sebesar 10,52%, (3) terdapat hubungan yang positif antara motivasi kerja dengan kinerja guru dengan koefisien korelasi sebesar $r = 0,375$ serta memberikan sumbangan efektif sebesar 12,71%, (4) terdapat hubungan yang positif antara persepsi guru terhadap efektifitas kepemimpinan kepala sekolah, kecerdasan emosional, motivasi kerja secara bersama-sama dengan kinerja guru dengan koefisien korelasi sebesar $R = 0,569$ serta memberikan sumbangan efektif sebesar 32,01%. Sebagai tindak lanjut dari hasil penelitian ini diharapkan kepada Kepala Sekolah untuk selalu menggerakkan, mengarahkan, dan mendorong guru agar bekerja sesuai tujuan sekolah, dan kepada Guru meningkatkan kemampuan dan keterampilan yang dimilikinya.

