

ABSTRACT

Bahtera Sembiring, The Correlation Between Perception on Leadership of Headmaster and Working Discipline and Capability of Teachers for Implementation of School-Based Quality Improvement Management (MPMBS) of The State-SHS of Tebing Tinggi Municipality. A Thesis : Magister Study Program of Universitas Negeri Medan. 2005

This study intends to find correlations : 1) between perception of teachers on leadership of headmaster and their capability for implementation of MPMBS, 2). Between their working discipline and capability for implementation of MPMBS, and 3) between perception of teachers on leadership of headmaster and their working discipline collectively and their capability for implementation of MPMBS

This study belongs to a correlational research. The variables for study included, perception of the teachers on leadership of the headmaster (X1), working discipline of the teachers (X2) and their capability for implementation of MPMBS (Y). The population in this study included all the teachers of The State-SHS of Tebing Tinggi Municipality as of 117 respondents and there were 61 samples taken. The instrument of study was questionnaire which was first tried out prior to use. There were 3 unvalid points of the tried out questionnaire of the perception of the teachers on leadership of the headmaster with reliability coefficient at 0.931, 2 unvalid points of working discipline of the teachers with reliability coefficient at 0.952 and there were 3 unvalid points of questionnaire of the teacher capability in implementing MPMBS with reliability coefficient at 0.936.

The analysis technique included descriptive one and inferencial one involving correlation and regression analyses. The result of analysis showed that the perception of teachers on leadership of headmaster, including their working discipline and capability for implementation of MPMBS belong to inadequate category. And then, there was a correlation between perception of teachers on leadership of headmaster and their capability for implementation of MPMBS with $r_{y1} = 0.52$. The working discipline of teachers has a correlation with capability of teachers for implementation of MPMBS with $r_{y2} = 0.62$. Furthermore, the correlation between perception of teachers on leadership of headmaster and the working discipline of teachers collectively and capability of teachers for implementation of MPMBS with $r_{y12} = 0.71$ at $\alpha = 5\%$.

Based on the results of study, it can be concluded that perception of the teachers on leadership of headmaster and their working discipline was sufficiently significant to affirm their capability for implementation of MPMBS with a determination coefficient at 50.9%. The regression equation between capability of teachers for implementation of MPMBS and their perception on leadership of leadership and working discipline of the teachers was at $Y = -8.56 + .37X_1 + 0.52X_2$

The results of this study should be helpful for those teachers and headmaster for improvement of learning and education quality and also for the researchers for enriching information about the relevant study.

ABSTRAK

Bahtera Sembiring. Hubungan Antara Persepsi Terhadap Kepemimpinan Kepala Sekolah dan Disiplin Kerja Dengan Kemampuan Guru Menerapkan Manajemen Peningkatan Mutu Berbasis Sekolah (MPMBS) SMA Negeri Kota Tebing Tinggi Tesis : Program Pascasarjana Universitas Negeri Medan. 2005

Penelitian ini bertujuan untuk mengetahui hubungan : 1) antara persepsi guru terhadap kepemimpinan kepala sekolah dengan kemampuan guru menerapkan MPMBS, 2) antara disiplin kerja guru dengan kemampuan guru menerapkan MPMBS, dan 3) antara persepsi guru terhadap kepemimpinan kepala sekolah dan disiplin kerja guru secara bersama-sama dengan kemampuan guru menerapkan MPMBS.

Penelitian ini termasuk jenis penelitian korelasional. Variabel yang diteliti yaitu persepsi guru terhadap kepemimpinan kepala sekolah (X_1), disiplin kerja guru (X_2) dan kemampuan guru menerapkan MPMBS (Y). Populasi dalam penelitian ini yaitu seluruh guru SMA Negeri kota Tebing Tinggi, yang berjumlah 117 orang, dan diambil sampel penelitian sebanyak 61 orang. Instrumen yang digunakan yaitu angket, sebelum digunakan terlebih dahulu dilakukan ujicoba. Hasil ujicoba angket persepsi guru terhadap kepemimpinan kepala sekolah diperoleh 3 butir yang tidak valid dengan koefisien reliabilitas 0,931, angket disiplin kerja guru diperoleh 2 butir yang tidak valid dengan koefisien reliabilitas 0,952 dan angket kemampuan guru menerapkan MPMBS diperoleh 3 butir yang tidak valid dengan koefisien reliabilitas sebesar 0,936.

Teknik analisis yang dilakukan yaitu analisis deskripsi dan analisis inferensi yang meliputi analisis korelasi dan regresi. Hasil penelitian menunjukkan bahwa persepsi guru terhadap kepemimpinan kepala sekolah, disiplin kerja guru dan kemampuan guru menerapkan MPMBS termasuk kategori kurang. Kemudian terdapat hubungan antara persepsi guru terhadap kepemimpinan kepala sekolah dengan kemampuan guru menerapkan MPMBS dengan $r_{y1} = 0,52$. Disiplin kerja guru mempunyai hubungan dengan kemampuan guru menerapkan MPMBS dengan $r_{y2} = 0,62$. Lebih lanjut hubungan antara persepsi guru terhadap kepemimpinan kepala sekolah dan disiplin kerja guru secara bersama-sama terhadap kemampuan guru menerapkan MPMBS dengan $r_{y12} = 0,71$ pada taraf $\alpha = 5\%$.

Berdasarkan hasil penelitian dapat disimpulkan bahwa persepsi guru terhadap kepemimpinan kepala sekolah dan disiplin kerja guru cukup signifikan menjelaskan (mempengaruhi) kemampuan guru menerapkan MPMBS, dengan koefisien determinasi sebesar 50,9 %. Persamaan garis regresi antara kemampuan guru menerapkan MPMBS dengan persepsi guru terhadap kepemimpinan kepala sekolah dan disiplin kerja guru yaitu didapat $\hat{Y} = -8,56 + 0,37 X_1 + 0,52 X_2$.

Hasil penelitian ini hendaknya dapat bermanfaat bagi para guru dan kepala sekolah guna peningkatan pembelajaran dan mutu pendidikan serta bagi peneliti guna memperdalam informasi tentang penelitian yang relevan.