

ABSTRACT

Karbin Tarigan. The Correlation between Principal Leadership Style and Achievement Motivation the Performance of Senior School Teacher of Medan Tuntungan, Medan. Medan State University, 2005.

This study is aimed to find out : first, how far is the correlation between leadership style and teacher's performance. Second, the correlation between achievement motivation and teacher's performance. Third, the correlation between leadership style and achievement motivation simultenewsly with teacher's performance.

Research population was 386 teachers while the sample for this was 70 teachers. Instrument for taking data were tried out previously in order to find with their findings show.

Than the data were analyzed their linearity and homogeneity were found. The findings show :

1. The correlation of leadership style and performance of senior school variables ($ryx_1 = 0,661$) with determination 0,436.
2. The correlation of achievement motivation and performance of high school teacher's variables ($ryx_2 = 0,675$) with determination 0,455.

Based on the significant correlation coefficient of X_1 with Y was found t count = 7,270 above the t table with means there is significant correlation's between leadership style and the performance of senior high school teacher's. Based on the analysis of the correlation between X_2 and Y it was found t count = 7,539 above t table which shows there i significant correlation between achievement motivation with the performance or senior high school teacher.

It was found also that on multiple between the leadership style (X_1) and the achievement motivation (X_2) to the performance of senior high school teacher's (Y) = $Y = 10,567 + 0,298X_1 - 0,239X_2$, the correlation of there is no effect in improving the quality of leadership style and the quality of achievement motivation, the performance showed by teachers is 10,567. However when there is simultanewsly improvement of emotional trust and working discipline, there must be improvement also and performance or senior high school teachers. This is prover by the F statistical analysis that F count is above F table with level of significance 5%. It means the better the quality of leadership style achievement motivation showed by the principal the better the performance of senior high school teacher performed.

Coefficient determination (R^2) S 0,737 means 73,70% of score variation can be explained by simultaneswly X_1 and X_2 independents variables.

ABSTRAK

Karbin Tarigan. Hubungan Antara Tipe Kepemimpinan Kepala Sekolah dan Motivasi Berprestasi Dengan Kinerja Guru SMA Kecamatan Medan Tuntungan Kota Medan, Universitas Negeri Medan, 2005

Penelitian ini bertujuan, pertama, untuk mengetahui berapa besar hubungan antara tipe kepemimpinan dengan kinerja guru, kedua mengetahui hubungan antara motivasi berprestasi dengan kinerja guru serta mengetahui hubungan antara tipe kepemimpinan dan motivasi berprestasi secara bersama dengan kinerja guru.

Populasi penelitian sebanyak 386 orang, sampel penelitian diambil sebanyak 70 orang. Sebelum dilakukan pengumpulan data terlebih dahulu dilakukan uji coba instrumen untuk mengetahui validitas dan reliabilitas.

Data hasil penelitian diolah setelah dilakukan uji linieritas dan homogenitas data. Hasil penelitian menunjukkan : (1). Hubungan variabel tipe kepemimpinan dengan kinerja guru SMA (r_{yx1}) = 0,661, nilai determinasi $r_{yx1}^2 = 0,436$ (2) Hubungan variabel motivasi berprestasi dengan kinerja guru SMA (r_{yx2}) = 0,675 dengan nilai determinasi 0,455.

Berdasarkan uji keberartian koefisien korelasi X_1 dengan Y diperoleh t hitung sebesar 7,270 lebih besar dari t-tabel, menunjukkan bahwa terdapat hubungan yang berarti antara tipe kepemimpinan dengan kinerja guru SMA. Uji keberartian koefisien korelasi X_2 dengan Y diperoleh t hitung sebesar 7,539 lebih besar dari t-tabel, menunjukkan bahwa terdapat hubungan yang berarti antara motivasi berprestasi dengan kinerja guru SMA.

Diperoleh persamaan regresi ganda antara tipe kepemimpinan (X_1), motivasi berprestasi (X_2) terhadap kinerja guru SMA (Y) adalah : $\hat{Y} = 10,567 + 0,298 X_1 + 0,239 X_2$ adalah berarti pada $\alpha = 0,05$. Persamaan ini memberi arti apabila tidak ada upaya peningkatan tipe kepemimpinan dan motivasi berprestasi maka kinerja guru SMA sebesar 10,567. Tetapi apabila tipe kepemimpinan dan kinerja guru ditingkatkan secara bersamaan sebesar 1 poin maka akan diikuti peningkatan kinerja guru SMA sebesar satu poin. Hal ini terbukti berdasarkan uji dengan statistik F ternyata nilai F hitung lebih besar dari nilai F tabel pada taraf signifikansi 5 %. Dengan demikian dapat disimpulkan bahwa semakin baik tipe kepemimpinan dan motivasi berprestasi maka kinerja guru SMA Kecamatan Medan Tuntungan juga akan semakin baik.

Koefisien determinasi (R^2) 0,737 yang berarti 73,70 % variasi skor Y dapat dijelaskan secara bersama-sama oleh variabel bebas X_1 dan X_2 .