

## ABSTRACT

Rusli, **The correlation of giving supervision and principals' Leaderships styles toward the Performance of State Senior High Schools (SMUN) teachers in Langkat.** Thesis : Post Graduate Program State Univesity of Medan, January 2004.

This research is aimed at investigating the correlation among the principal's supervision, principals' leaderships styles and the teachers' performances an the State Senior High School (SMUN) in Langkat.

The populations of the research were school teachers totaling 386 persons, of whom 77 were selected on proportional stratified random sampling and teachers as the samples of the research . the collecting of data, the variable of giving principals' Supervision (X1), variable of principals' leaderships styles (X2) and the variable of teachers' performances (Y) were derived by applying quetionnaires based on the Likert scale comparising of five options.

The intrument was for X1 was 29 items valid and reliable as indicated by coefficient alpha = 0.7688. The instrument for X2 was 35 valid and reliable as indicated by coefficient alpha = 0.8371. And instrument for Y was 34 valid and reliable as indicated by coefficient alpha = 0.8706.

The findings this research indicate that (1) the mean score of giving principals' Supervision (X1) belongs to the category of low (41,57%), (2) the means score of the principals' leaderships styles (X2) belongs to the category of low (45,47%) and (3) the mean score or teachers' performances (Y) belongs to the category of medium (42,86%), (4) the multipleregression linear equation was  $Y = 168.110 + 2.010 X1 + 0.300 X2$ , (5) there is significant multiplecorrelation coefficient among the giving principals' supervision, the principals' leaderships styles and the teachers' performances with  $R = 0.651$  dan (6) the percentages of relative and effective contribution of giving prinsipals' supervision towards the teachers' performances were respectively 60.77% and 25.77% dan (7) these of relative and effective contribution of Princinpals' leaderships tyles toward the teachers' performances were repectively 39,23% and 16.63%.

It is concluded that higher the level of giving pincipals' supervision and principals' leaderhsips styles, had been better the teachers' performances.



## ABSTRAK

Rusli, **Hubungan pemberian Supervisi dan gaya kepemimpinan Kepala Sekolah dengan kinerja guru SMU Negeri Kabupaten Langkat**. Tesis : Program Pascasarjana Universitas Negeri Medan, Januari 2004.

Penelitian ini bertujuan untuk mengkaji hubungan Pemberian Supervisi dan Gaya Kepemimpinan Kepala Sekolah terhadap Kinerja Guru SMU Negeri Kabupaten Langkat.

Populasi penelitian ini adalah guru-guru SMU Negeri Kabupaten Langkat yang berjumlah 386 orang. Sampel penelitian ini berjumlah 77 orang dan diambil secara proposional acak berstrata. Untuk pengambilan data variabel pemberian Supervisi Kepala Sekolah (X1), Variabel Gaya Kepemimpinan Kepala Sekolah (X2) dan Variabel Kinerja Guru (Y) digunakan instrumen berbentuk angket dengan skala Likert yang terdiri atas lima pilihan.

Instrumen telah diujicobakan kepada 40 responden dan hasil analisis mengindikasikan bahwa instrumen untuk variabel X1 memiliki item valid dan reliabel berjumlah 29 itemn dengan koefisien alpha = 0,7688. Untuk variabel X2 memiliki item valid dari reliabel berjumlah 35 item dengan koefisien alpha = 0,8371 dan variabel Y memiliki item valid dan reliabel berjumlah 34 item dengan koefisien alpha = 0,8706.

Hasil temuan penelitian ini bahwa : (1) Rata-rata skor pemberian supervisi Kepala SMU Negeri Kabupaten Langkat (X1) termasuk dalam kategori "rendah" (41,57 %), (2) Rata-rata skor gaya kepemimpinan Kepala SMU Negeri Kabupaten Langkat (X2) termasuk dalam kategori "rendah" (45,47 %) dan (3) Rata-rata skor Kinerja guru SMU Negeri Kabupaten Langkat (Y) termasuk dalam kategori "sedang" (42,86 %), (4) Persamaan regresi ganda  $Y = 168,110 + 2,010 X1 + 0,300 X2$ , (5) Terdapat hubungan yang signifikan antara pemberian supervisi dan gaya kepemimpinan Kepala Sekolah secara bersama-sama dengan kinerja guru, dengan harga koefisien korelasi ganda  $R = 0,651$  dan (6) Besarnya sumbangan Relatif dan Efektif pemberian supervisi kepala sekolah terhadap kinerja guru masing-masing adalah 60,77 % dan 25,77 % dan (7) Besarnya sumbangan Relatif dan Efektif gaya kepemimpinan Kepala Sekolah terhadap kinerja guru masing-masing adalah 39,23 % dan 16,63 %.

Disimpulkan bahwa semakin tinggi pemberian Supervisi dan gaya kepemimpinan Kepala Sekolah semakin baik pula kinerja guru.