

## ABSTRAK

**Julkifli, Hubungan Gaya Kepemimpinan Kepala Sekolah dan Harapan Berkarier Dengan Kinerja Guru SMP Negeri Se Kecamatan Badar Kabupaten Aceh Tenggara. Tesis : Program Pasca Sarjana Universitas Negeri Medan. 2005.**

Tingkat keberhasilan guru dalam menjalankan tugas dengan diraihinya kinerja yang baik, ternyata dipengaruhi banyak faktor, baik faktor intern maupun faktor ekstern. Di antara faktor intern yang mempengaruhi kinerja guru adalah pemenuhan harapan berkarier, sedangkan faktor yang datang dari luar adalah gaya kepemimpinan kepala sekolah. Begitu pentingnya hal ini, maka kedua variabel ini perlu dijadikan objek penelitian. Untuk melakukan pengujian secara empiris, dua variabel tersebut akan diteliti tingkat hubungannya terhadap kinerja guru SMP Se - Kecamatan Badar Kabupaten Aceh Tenggara. Rumusan masalah yang diajukan meliputi : (1) Apakah terdapat hubungan yang signifikan gaya kepemimpinan kepala sekolah dengan kinerja guru di SMP Negeri se-Kecamatan Badar Kabupaten Aceh Tenggara ?, (2) Apakah terdapat hubungan yang signifikan harapan berkarier dengan kinerja guru SMP Negeri se- Kecamatan Badar Kabupaten Aceh Tenggara ?, dan (3) Apakah terdapat hubungan yang signifikan gaya kepemimpinan kepala sekolah dan harapan berkarier secara bersama-sama dengan kinerja guru di SMP Negeri se-Kecamatan Badar Kabupaten Aceh Tenggara ?. Tujuan penelitian ini adalah mendeskripsi hubungan gaya kepemimpinan kepala sekolah dan harapan berkarier dengan kinerja guru SMP Negeri Kecamatan Badar Kabupaten Aceh Tenggara. Populasi penelitian ini adalah guru SMP Negeri Kecamatan Badar Kabupaten Aceh Tenggara dengan jumlah 116 orang. Untuk menentukan sampel digunakan teknik *Stratified Random Sampling*, dan berdasarkan perhitungan dan teknik tersebut diperoleh jumlah sampel 51 orang. Instrumen yang digunakan untuk mengumpulkan data ialah Angket (kuesioner) skala Likert dan diolah dengan teknik analisis Alpha Cronbach. Hasil uji coba dan perhitungan masing-masing variabel sebagai berikut, (1) variabel gaya kepemimpinan kepala sekolah ( $X_1$ )  $r_u = 0,907$  dan (2) variabel harapan berkarier ( $X_2$ )  $r_u = 0,944$  dan (3) variabel kinerja guru ( $Y$ )  $r_u = 0,944$ . Teknik analisis yang digunakan ialah teknik analisis korelasi dan regresi dan seluruh pengujian menggunakan taraf kepercayaan 95 % pada  $\alpha = 0,05$ . Hasil analisis data menunjukkan bahwa terdapat hubungan yang signifikan antara gaya kepemimpinan kepala sekolah dengan kinerja guru SMP Negeri Kecamatan badar Kabupaten Aceh Tenggara dengan koefisien korelasi mencapai  $r_{yx1} = 0,760$  besar koefisien korelasi ini menunjukkan keduanya tergolong memiliki hubungan yang cukup, dan terdapat hubungan cukup yang signifikan antara harapan berkarier dengan kinerja guru SMP Negeri Kecamatan badar Kabupaten Aceh Tenggara dengan koefisien korelasinya sebesar 0,613. Sementara itu besar hubungan antara gaya kepemimpinan kepala sekolah dan harapan berkarier secara bersama-sama

## ABSTRACT

*Julkifli, Relation of Style of Leadership of Headmaster and Expectation have Career with the Performance Learn the SMP State of Sub district of Badar of Regency in South-East Aceh. Thesis: Pasca of Master Program in State University of Medan, 2006.*

Mount the efficacy learn in running duty reached of good performance, in the reality side-effect by a lot of factor, good factor of intern and also factor extern. Among factor intern influencing performance learn accomplishment of expectation have career, while incoming factor from outside is style of headmaster leadership. So important the two aspects, so these variables require to be made by a research object. To do the examination empirically, two the variable will be checked by relation level to performance learn the SMP Sub district of Badar of Regency in South-East Aceh. Formula problem raised cover: (1) Whether there are relation which balanced of style of headmaster leadership with the performance learn in SMP State of Sub district of Badar of Regency in South-East Aceh?, (2) Whether there are relation which balanced of expectation have career with the performance learn the SMP State Sub district of Badar of Regency in South-East Aceh?, and (3) Whether there are relation which balanced of style of leadership of headmaster and expectation have career by together with performance learn in SMP State of Sub district Badar of Regency in South-East Aceh? This research target is description of relation style of leadership of headmaster and expectation have career with the performance learn the SMP State of Sub district of Badar of Regency in South-East Aceh. This research population is teacher of SMP State of Sub district of Badar of Regency in South-East Aceh with the amount 116 people. To determine the sample used by technique of *Stratified Random Sampling*, and pursuant to the technique and calculation obtained amount sample 51 people. Instrument used to collect the data is inquiry (questioner) of scale Likert and processed with the technique analyze the Alpha Cronbach.

Result of data analysis indicate that there are relation which balanced between style of headmaster leadership with the performance learn the SMP State of Sub district of Badar of Regency in South-East Aceh with the correlation coefficient reach the  $r_{xy1} = 0,760$ , this correlation coefficient show both pertained to own the relation which enough, and there are relation enough which balanced between style of headmaster leadership with the performance learn the SMP State of Sub district of Badar of Regency in South-East Aceh with its correlation coefficient equal to 0,613. Big meanwhile relation between style of leadership of headmaster and expectation have career by together with performance learn the SMP State of Sub district of Badar of Regency in South-East Aceh show the correlation of equal to 0,835 where big of this correlation coefficient is pertained by a strength, and coefficient the determination of equal to 0,697, and also form the double equation regression  $Y = 0,88 + 0,57 X_1 + 0,41 X_2$ . Effective contribution style of leadership of headmaster and expectation have career with the performance learn the SMP of Country of Se of Sub district of Badar of Regency in South-East Aceh of each is equal to 46,98 % and 23,02 %.