

## ABSTRAK

JONTER HUTAPEA. NIM. 045330388. Hubungan Kepemimpinan Spiritual dan Integritas Institusional Guru dengan Prestasi Kerja Guru SMP Negeri di Kecamatan Siborongborong Tesis, Program Pascasarjana Universitas Negeri Medan, Maret 2007.

Penelitian ini bertujuan untuk mengetahui dan mendeskripsikan hubungan kepemimpinan spiritual dengan prestasi kerja guru, hubungan integritas institusional dengan prestasi kerja guru, dan hubungan kepemimpinan spiritual dan integritas institusional guru secara bersama-sama dengan prestasi kerja guru.

Penelitian ini merupakan penelitian deskriptif korelasional karena melihat hubungan antar variabel penelitian. Populasi penelitian ini adalah seluruh guru di empat SMP Negeri di Kecamatan Siborongborong Kabupaten Tapanuli Utara yang berjumlah 138 orang, dan yang menjadi sampel penelitian sebanyak 57 orang atau 41,30 % yang diambil dari populasi dengan menggunakan teknik stratified proportional random sampling. Instrumen pengumpulan data adalah angket untuk variabel kepemimpinan spiritual dengan koefisien reliabilitas  $r_{11} = 0,890$ , integritas institusional guru dengan koefisien reliabilitas  $r_{11} = 0,892$ , dan prestasi kerja guru dengan koefisien reliabilitas  $r_{11} = 0,869$

Hasil pengujian hipotesis menunjukkan: (1). Terdapat hubungan positif yang berarti kepemimpinan spiritual dengan prestasi kerja guru ditunjukkan dengan koefisien korelasi sebesar  $r = 0,8092$  atau  $r^2 = 0,6548$  dan  $t_{hitung} = 10,21 > t_{tabel} = 1,68$  dengan  $dk = 55$  pada taraf signifikansi  $\alpha = 0,05$ , (2). Terdapat hubungan positif yang berarti integritas institusional guru dengan prestasi kerja guru ditunjukkan dengan koefisien korelasi sebesar  $r = 0,7698$  atau  $r^2 = 0,5926$  dan  $t_{hitung} = 8,94 > t_{tabel} = 1,68$  dengan  $dk = 55$  pada taraf signifikansi  $\alpha = 0,05$ , (3). Terdapat hubungan positif yang berarti antara kepemimpinan spiritual dan integritas institusional guru secara bersama-sama dengan prestasi kerja guru. Hal ini ditunjukkan dengan koefisien korelasi sebesar  $R = 0,8390$  atau  $R^2 = 0,7039$ , dan sumbangan efektif sebesar 70,39 % yang berarti bahwa 70,39 % prestasi kerja guru dapat dijelaskan dengan variabel kepemimpinan spiritual dan integritas institusional guru secara bersama-sama melalui persamaan garis regresi ganda  $\hat{Y} = 15,61 + 0,50X_1 + 0,38X_2$ .

## ABSTRACT

**JONTER HUTAPEA. NIM. 045030388. The Relationship of the Spiritual Leadership and the Institutional Integrity of Teacher with the Ability by Teacher of State Junior High School at the Siborongborong Sub District, Thesis. Medan, Graduate Program, State University of Medan. Marc 2007.**

This research was aimed at discovering whether there were relationships between the spiritual leadership with the ability of teacher the institutional integrity of teacher with the ability of teacher, and than the spiritual leadership and the institutional integrity of teacher together with the ability by teacher of state junior high school at the Siborongborong sub district.

This study was a descriptive correlational research to observe the relationships of the research variables. The population was all, amounting to 138 and the sample were 57 people or 41,30 % taken from the population using stratified proportional random sampling by tehniue. The instrument used to collect the datas were questionnaires for the spiritual leadership variable with reliability coefficient  $r_{11} = 0,890$ , the institutional integrity of teacher variable with reliability coefficient  $r_{11} = 0,892$  and the ability of teacher variable with reliability coefficient  $r_{11} = 0,869$ .

The results of hypoteses testing indicated that (1) there was a significant relationship between the spiritual leadership and the ability of teacher with correlation coefficient of  $r = 0,8092$  or  $r^2 = 0,6549$  and  $t_{count} = 10,21 > t_{table} = 1,68$  with degree of free = 55 at the level of significance  $\alpha = 0,05$ , (2) there was a significant relationship between the institutional integrity of teacher and the ability by teacher with correlation ccefficient of  $r = 0,7698$  or  $r^2 = 0,5926$  and  $t_{count} = 8,94 > t_{table} = 1,68$  with degree of free = 55 at the level of significance  $\alpha = 0,05$ , and (3) there was a significant relationship between the spiritual leadership and the institutional integrity of teacher together with the ability of teacher. This was shown with a correlation coefficient of  $R = 0,8390$  or  $R^2 = 0,7039$ , and effektive contribution is 70,39 % wich means that 70,39 % ability of teacher could be explained with the variables of spiritual leadership and the institutional integrity of teacher together through the similarity of the double regression iine  $\hat{Y} = 15,61 + 0,50X_1 + 0,38X_2$ .