

ABSTRAK

Waruwu, Binahati. Hubungan Persepsi Guru Tentang Kecerdasan Emosional Kepala Sekolah dan Iklim Organisasi dengan Kepuasan Kerja Guru di SMA Negeri Kecamatan Gunungsitoli Kabupaten Nias. Tesis, Medan Program Pascasarjana Universitas Negeri Medan, 2009.

Penelitian ini bertujuan untuk mengkaji hubungan positif yang signifikan antara: (1) persepsi guru tentang kecerdasan emosional kepala sekolah dengan kepuasan kerja guru, (2) iklim organisasi dengan kepuasan kerja guru, dan (3) persepsi guru tentang kecerdasan emosional kepala sekolah dan iklim organisasi secara bersama-sama dengan kepuasan kerja guru di SMA Negeri Kecamatan Gunungsitoli Kabupaten Nias.

Populasi penelitian ini adalah seluruh guru SMA Negeri di Kecamatan Gunungsitoli Kabupaten Nias yang berjumlah 170 orang dan sampel penelitian sebanyak 42 orang yang diambil secara stratifikasi random sampling. Instrumen yang digunakan yaitu angket, dengan uji coba lebih dahulu.

Teknik analisis data dilakukan dengan menggunakan analisis deskriptif dan inferensial yang meliputi analisis korelasi dan regresi. Hasil penelitian menunjukkan bahwa persepsi guru tentang kecerdasan emosional kepala sekolah dan iklim organisasi serta kepuasan kerja guru tergolong ke dalam kategori cukup. Terdapat hubungan positif yang signifikan antara persepsi guru tentang kecerdasan emosional kepala sekolah dengan kepuasan kerja guru, koefisien korelasi 0,6482. Terdapat hubungan positif yang signifikan antara iklim organisasi dengan kepuasan kerja guru, koefisien korelasi 0,4920. Terdapat hubungan positif yang signifikan antara persepsi guru tentang kecerdasan emosional kepala sekolah secara bersama-sama dengan kepuasan kerja guru di SMA Negeri Kecamatan Gunungsitoli Kabupaten Nias dengan koefisien korelasi 0,7570. Pengujian dilakukan pada taraf signifikansi $\alpha = 0,05$, $dk = 42$. Ini berarti bahwa untuk meningkatkan kepuasan kerja guru dibutuhkan persepsi guru tentang kecerdasan emosional kepala sekolah dan iklim organisasi yang baik.

Hasil penelitian ini dapat bermanfaat bagi Dinas Pendidikan Kabupaten Nias, kepala sekolah, dan guru dalam hal peningkatan kepuasan kerja guru, serta peneliti lainnya untuk memperdalam informasi tentang penelitian lain yang relevan.

ABSTRACT

Waruwu, Binahati. The Relationship between the Teacher's Perception about Headmaster's Emotional Intelligence and Organizational Climate with Teacher's Job Satisfaction of State Senior High School in Gunungsitoli Nias. Thesis. The State University of Medan, Post Graduate Studies, 2009.

This study is aimed at finding out the significant correlation between: (1) the teacher's perception about headmaster's emotional intelligence with teacher's job satisfaction, (2) organizational climate with teacher's job satisfaction, and (3) the perception of teacher about headmaster's emotional intelligence and organizational climate together with teacher's job satisfaction of State Senior High School in Gunungsitoli Nias.

The population was all teachers of State Senior High School in Gunungsitoli Nias, with the total of 170 teachers and 42 of them were taken as sample by using stratified random sampling. Instruments used were questionnaires, and the instrument were first tried.

The data analysis technique used were description and inferential analyses correlation and regression analysis. The result showed that teacher's perception about headmaster's emotional intelligence, organizational climate, and teacher's job satisfaction were in the medium categories. There are significant correlation between the teacher's perception about headmaster's emotional intelligence with teacher's job satisfaction, with a correlation coefficient was 0.6482. There are significant correlation between organizational climate with teacher's job satisfaction, with a correlation coefficient was 0.4920. And also, there are significant correlation between the teacher's perception about headmaster's emotional intelligence and organizational climate collectively with teacher's job satisfaction of State Senior High School in Gunungsitoli Nias, with a correlation coefficient was 0.7570. The test is done by using level of significancy at $\alpha = 0.05$, $df = 42$. It means that the increasing teacher's job satisfaction, helping of a good teacher's perception about headmaster's emotional intelligence and organizational climate.

These result of study are very usefull for Dinas Pendidikan in Nias, headmaster, and teachers to improve teacher's job satisfaction and the other researchers to deepen information about the other relevant studies.